

State

The Newsletter

United States Department of State

February 1981





THE COVER—Great exultation and a deep sense of relief are what the artist and all other Americans felt when news flashed that the 52 U.S. hostages had been flown out of Iran, that they were homeward-bound via Algeria and West Germany. The yellow ribbons have served their purpose. Now, as we had hoped all along they were destined to be, they have become confetti.



Letters to the Editor

Should it be 's/he'?—I

ANKARA, TURKEY

DEAR EDITOR:

I employ the above salutation, rather than the customary "Dear Sir," in deference to the subject: your decision to use "s/he" as the nominative personal pronoun where both masculine and feminine are intended. This decision was made known in a box at the top of the center column inside the front cover of your issue of November. In the same box, you also disclose that the possessive and objective cases remain for later resolution.

In achieving neutrality between masculine and feminine, you have ignored that gender which includes more than 99% of nouns in the English language, the neuter, an omission potentially fraught with disturbing consequences. Our computers, for example, neuter to a man—whoops! I meant, "to a machine"—will know how to make their displeasure felt. We have already seen what they are capable of doing to the Department's telegraphic communication.

On the assumption that you are prepared to reexamine your position on the nominative, I make the following proposal, embracing all three cases in the singular (which alone is in question), and including the hitherto slighted neuter gender along with masculine and feminine.

Objective: hi/r/t. Each gender contributes at least one letter uniquely its. The word has the added advantage of carrying, in German, the meaning, "herd," not the collective noun, but the noun of agency, as in "shepherd," "cowherd," "goatherd," "neatherd." It thus conjures up a pleasant image of letters being moved like sheep around the alphabet.

Possessive: w/r/i/t/h/e/s. This anagram includes all the letters of all

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

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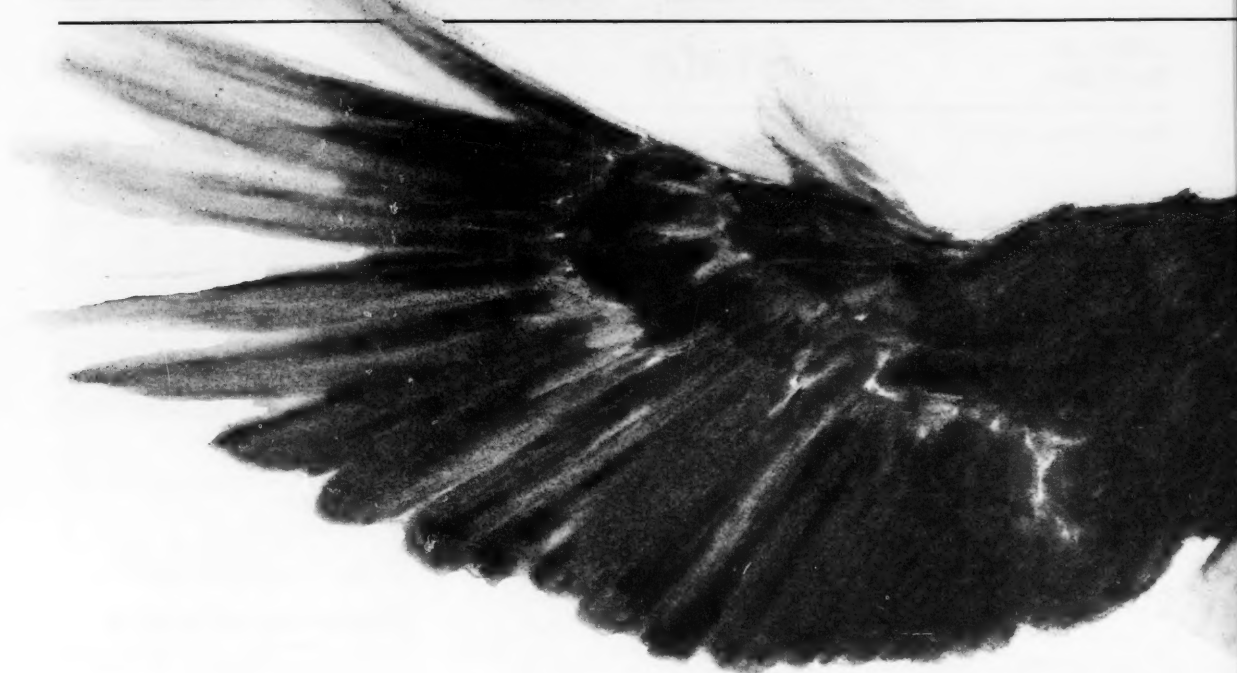
Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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HOME AT LAST



AN ORDEAL for the nation, for the Foreign Service and for 52 brutalized but undaunted Americans ended at last on January 20—almost at the very hour that U.S. leadership was changing hands peacefully, as always. The drama here in Washington had its counterpart in Tehran. Violence there continued unabated until the final moment, when U.S. diplomats, Marines and others who had been imprisoned for 444 days walked through a gauntlet of abuse—shoved by their captors, taunted yet again by a mob—to a plane that carried them out of Iran. Meanwhile, in Washington, throngs of Americans had flocked to the U.S. Capitol grounds to watch President-elect Reagan take over from President Carter. These two adversaries shook hands on the inaugural platform, their countrymen applauding, ready to let go and rejoice. There was tension in the air, but not over the transfer of power

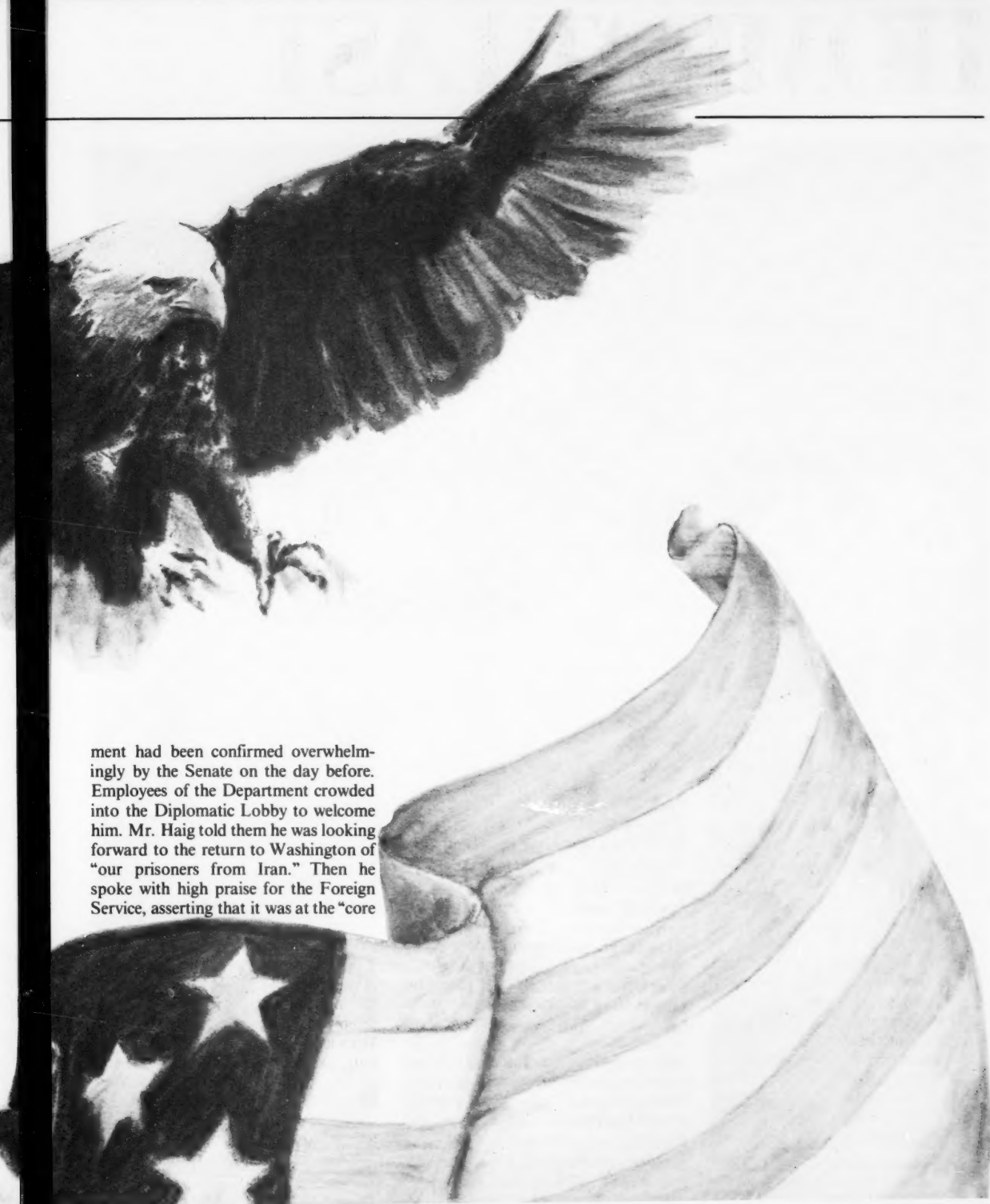
that was taking place here. Rather, 226,504,825 Americans—united as never before in recent years—were anxiously awaiting word that the hostages in Iran were free.

But the ceremony was over before this was certain. President Reagan had already taken the oath of office. He was at lunch with congressional leaders when, finally, he was able to raise his glass and make this announcement to them: "... Thanks to Almighty God ... the plane bearing our prisoners [has] left Iranian airspace and they're now free of Iran."

The President had begun his address by sounding a theme of political stability and continuity in the United States. This was emphasized by an invitation from him to Jimmy Carter to go

to Germany as the President's personal representative, to welcome the returning hostages. Ranking leaders of the Department of State, many of whom had been or were to be displaced on account of the 1980 election, also went. And former Deputy Secretary Warren Christopher had continued to negotiate in Algeria—the nation that acted competently as a go-between—almost as if, for him, there had been no election.

The ordeal of the hostages was not in vain. They were to leave their mark not only on history but, perhaps as well, on how the Foreign Service is regarded. Alexander Haig, the new Secretary of State, had the hostages in mind when he arrived in the Department building on January 22 to start work. His appoint-



ment had been confirmed overwhelmingly by the Senate on the day before. Employees of the Department crowded into the Diplomatic Lobby to welcome him. Mr. Haig told them he was looking forward to the return to Washington of "our prisoners from Iran." Then he spoke with high praise for the Foreign Service, asserting that it was at the "core

THE HOSTAGES

of effectiveness of America's foreign policy." The Service, he continued, is on the "cutting edge and on the ramparts of defense of American values and American interests." In the past, he said, success in foreign policy had been attributed to "amateurs," and failure to "professionals." This is "wrong and unjust" to the professionals, he declared. He drew loud applause when he told the employees that "we are very, very honored to be part of this organization. My wife Pat and I look forward in the months ahead to working together with you."



Top to bottom: John E. Graves, Malcolm Kalp, William J. Daugherty, Jerry J. Miele. (Photo by Donna Gigliotti)



At the Capitol on January 20, thousands wait for President Reagan's inauguration and for news of the hostages who were still in Iran.

Greeting Mr. Haig were Acting Secretary David D. Newsom; Kenneth Bleakley, president of the American Foreign Service Association; and Kathryn Keough, wife of William Keough, one of the hostages, and head of the Family Liaison Action Group, the organization of the hostage families.

In an action inspired by the events in Iran, proposed regulations implementing the Hostage Relief Act of 1980 were published by the Department in the Federal Register of January 21 (Page 6358). Before the regulations are finalized, interested persons are being given an opportunity to comment. Such comments must be received within 60 days from the date of publication. They



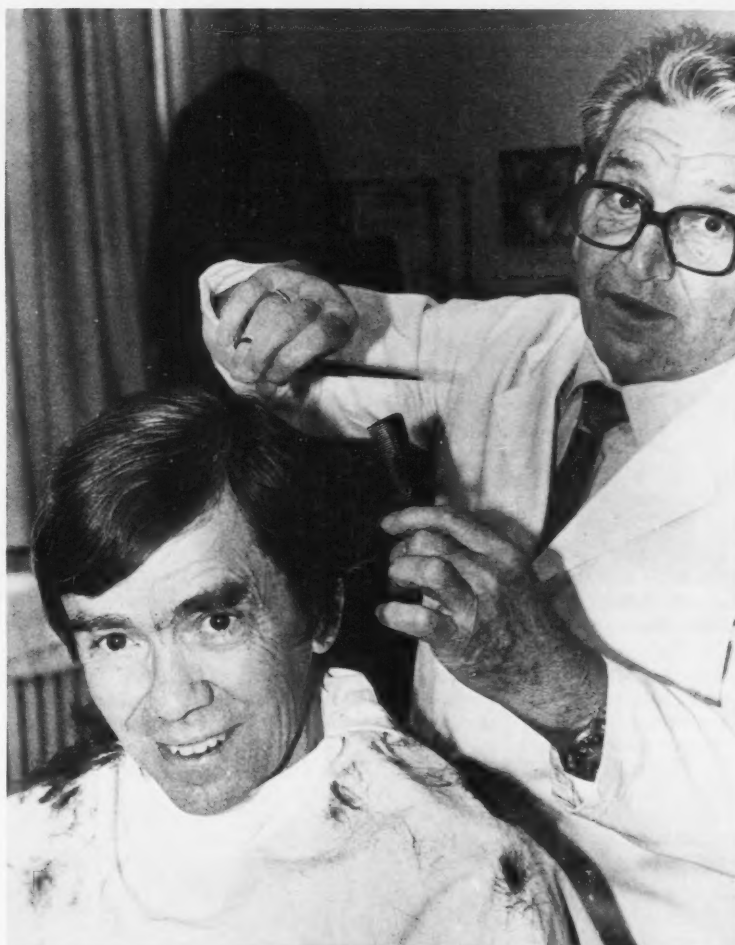
Donald J. Cooke, coming home. (Photo by Donna Gigliotti)



"The orderly transfer of authority as called for in the Constitution takes place as it has for almost two centuries, and few of us stop to think how unique we really are," President Reagan said in the inaugural address. From left: Mrs. Reagan, Mr. Reagan, former President Carter, Senator Mark O. Hatfield, chairman, Joint Inaugural Committee.



Warren Christopher



Bruce Laingen and his barber. (Photo by Donna Gigliotti)

are to be directed to the Department's assistant secretary for administration, Washington, D.C. 20520.

Among benefits authorized by the act are many relating to medical care, education and training and tax relief. The benefits will be available to former hostages, such as those in Iran, and some will be available to members of their families. In the proposed regulations, "family member" is defined as "(a) a spouse, (b) an unmarried dependent child including a step-child or adopted

child, (c) a person designated in official records or determined by the agency head or designee thereof to be a dependent, or (d) other persons such as parents, parents-in-law, persons who stand in the place of a spouse or parents, or other members of a household when fully justified by the circumstances of the hostage situation, as determined by the Secretary of State."

The proposed regulations spell out limits to the benefits and provide details on how the hostage act (Public Law 96-449) is to be integrated with other sections of the U.S. Code.

—S.W. □

'Wasted days and wasted nights', hostages say

But they arrive in West Germany in high spirits

BY DONNA GIGLIOTTI

The author, a writer/photographer for STATE magazine, crossed the ocean with Department officials who flew out to meet and help the hostages.

WIESBADEN, West Germany, January 21—"Hey, I want you to know: 'Wasted days and wasted nights';



Ms. Gigliotti

that's our song," said a long-haired William E. Belk, Foreign Service communications officer and former hostage in Tehran, as he sat on one of the two buses that took him and 51 other freed Americans from Rhein-Main Air

Force Base to the military hospital here.

Rick Kupke, a colleague of Mr. Belk, looked up from his newspaper—long enough to say with a weary look and tired smile: "Yeah, that's our song: 'Wasted days and wasted nights.'"

It was approximately 7 a.m. local time. The 52 Americans had left Tehran—hooted at and menaced to the last—only 13 hours earlier. This was after more than 14 months in captivity. Their first stop had been Algiers, where they were greeted by former Deputy Secretary Warren Christopher—the point man in the effort to free them.

Most of the former hostages were engrossed in the newspapers that awaited them on the bus. Security officer Al Golacinski, for one, looked contented as he sat cross-legged, chewing on a cigar. There were cheers when an Air Force official brought the returnees up to date on sports news, such as the bowl game scores and the identity of the Super Bowl contenders. Most of the 52 wore U.S. Air Force parkas that were given to them



Alan B. Golacinski, with cigar, and Charles Jones Jr., right.

when they boarded the plane in Algiers.

Former Secretary Vance, former Under Secretary Ben Read, director general Harry G. Barnes Jr., and Ambassador to Germany Walter J. Stoessel Jr. were among those who greeted the former hostages with handshakes when they arrived at the base, near Frankfurt.



Donald R. Hohman

People lined the streets, waving and cheering, as the buses traversed the 20 miles to the hospital. When the Americans arrived, they were greeted by an applauding crowd of hundreds, which included hospital patients, staff members and visitors—some who leaned over balconies waving yellow ribbons. Waiting inside, were the 55 members of an American "rescue team" that had arrived from Washington about four hours earlier.

"On the plane from Algiers," said Dr. Esther Roberts, a State Department psychiatrist who had met the returnees there, "one of the hostages, Sgt. Jim Lopez, asked how many flight crew members were on the plane. We said 11. So he asked for 11 extra copies of the Stars and Stripes newspaper they were reading on the plane. Then he passed the papers around for all the hostages to sign. And they presented the autographed newspapers to the 11, saying: 'This is all we have to give you right now, in ap-

The photos in this section were taken by Donna Gigliotti.



Duane L. Gillette

preciation." In return, the flight staff gave them T-shirts with the Air Force insignia of the C-9 Nightingale planes that were bringing them to freedom."

"Please have a seat," Duane Gillette said to me during the bus ride. He had been in the defense attaché's office in Tehran. He seemed to want to talk and talk about his experiences during the past 14 months. So did his colleague, Col. Leland Holland, who said: "You're a real-live girl. I haven't seen one for a



Leland J. Holland

while." "You'll hear 52 different stories," said Mr. Gillette, "and they'll all be true."

Later in the day, former chargé d'affaires Bruce Laingen sat in a barber's chair at the hospital, getting his first



Bruce W. German

Director general Harry G. Barnes Jr. and Kathryn L. Koob.



Jerry J. Miele

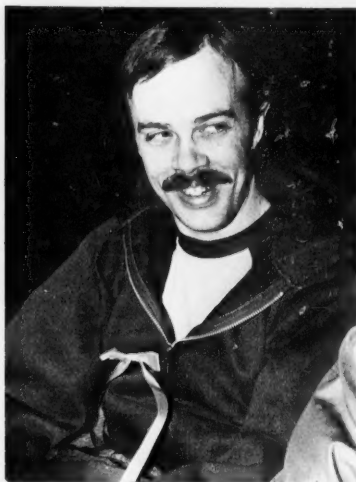
haircut in several months. When I mentioned his wife's name, he tilted towards me and said: "You know Penne?" His face was alight with emotion. I asked him how he felt about the receptions he had received in Algiers, Rhein-Main and here. He said: "Incredible. Just unbeliev-





Malcolm Kalp, left, William J. Daugherty.

able. Did you see what's upstairs? There are flowers everywhere—telegrams coming in from total strangers." He was impressed with the corridors of the hospital. They were lined with scores of children's drawings scrawled with "Wel-



Joseph M. Hall



Phillip R. Ward

come home!"

"But the flight from Tehran to Algiers," Mr. Laingen said, "was the most emotional experience." His eyes were starting to glass over. "So much talking . . . everyone was all over the aisles.



Kevin J. Hermening, left, and William A. Gallegos.

I felt that the plane could have tilted. We couldn't stop talking and talking to each other. Many of us hadn't seen each other since the takeover of the embassy."

Blynn Garland, a member of the medical team here from the U.S. National Institute of Mental Health, said of her conversations with the returnees: "We talked, for instance, about John Lennon's death. Some asked questions like 'What are the latest dances?' I showed them a picture of the crowds at the Beach Boys concert last year, and we talked about that."

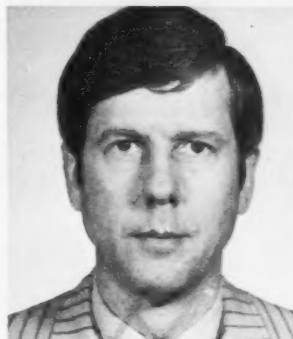
This first day of freedom ended with a visit from former President Carter, former Vice President Mondale, and former Secretaries Muskie and Vance, who arrived at the hospital at approximately 9:30 p.m. They met with the hostages for over an hour. Dr. Jerome Korcak, State's medical chief, said Mr. Carter told the hostages that their fellow Americans regard them as heroes.

This brought to my mind a comment made by one of the returnees, assistant air attaché David Roeder, to an employee on the bus. He said: "The American people and the families involved are the real heroes in this situation." □

AMERICA'S 52: 444 DAYS IN CAPTIVITY

WITH the safety of the 52 hostages assured—they were airborne, heading out of Tehran to Algiers—the Department finally issued, on January 20, an official list identifying them. (All earlier lists had been pieced together by news organizations from unofficial sources.) These photographs were compiled in the Department by STATE mag-

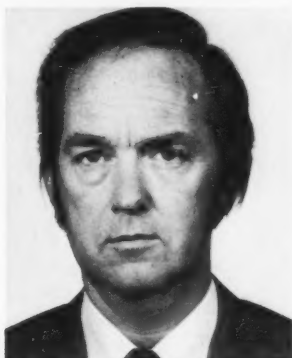
azine, which gave assurance they would not be published until the hostages were free. In addition to those shown here, 13 Americans were released in Tehran in November 1979, six others escaped the following January with the assistance of the Canadian embassy there, and one—Richard Queen—was freed last July. □



Thomas L. Ahern
State Department
Fond du Lac, Wisc.
Political section



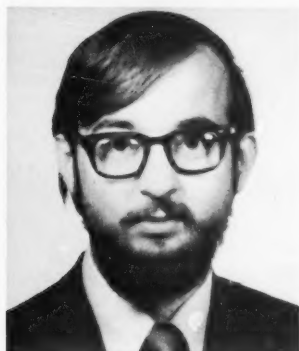
Clair Barnes
State Department
Falls Church, Va.
Communications section



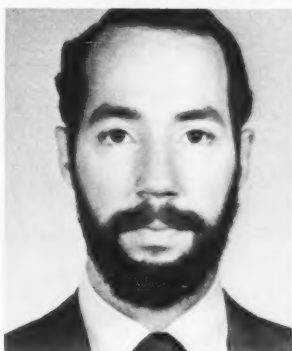
William F. Belk
State Department
Camp Washington, Wash.
Communications section



Robert Blucker
State Department
N. Little Rock, Ark.
Commercial section



Donald J. Cooke
State Department
Cleveland, O.
Consular section



William J. Daugherty
State Department
Ossining, N.Y.
Political section

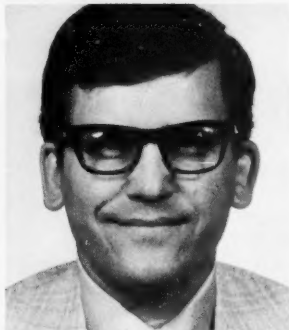


Robert A. Engelmann
Navy
Hurst, Tex.
Defense Liaison Office

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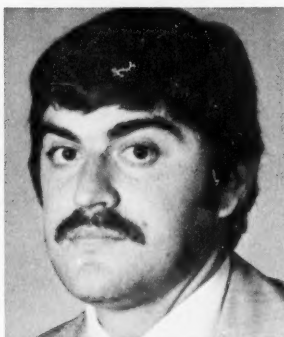
William A. Gallegos
Pueblo, Colo.
Marine security guard



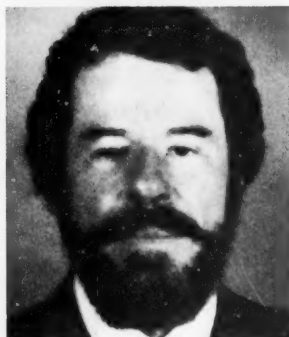
Bruce W. German
State Department
Wilkes-Barre, Pa.
Budget and management section



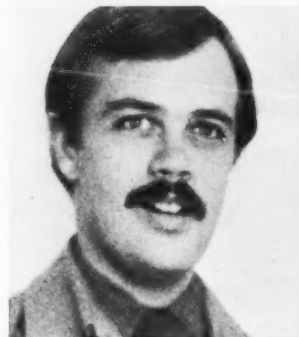
Duane L. Gillette
Navy
Columbia, Pa.
Defense attache office



Alan B. Golacinski
State Department
Silver Spring, Md.
Security section



John E. Graves
International Communication Agency
Reston, Va.
Public affairs officer



Joseph M. Hall
Army
Bend, Ore.
Defense attache office



Kevin J. Hermening
Oak Creek, Wisc.
Marine security guard



Donald R. Hohman
Army
W. Sacramento, Calif.
Medical corpsman



Leland J. Holland
Army
Scales Mound, Ill.
Defense attache office



Michael H. Howland
State Department
Tioga, Pa.
Security officer



Charles Jones Jr.
State Department
Detroit
Communications section



Malcolm Kalp
State Department
(No hometown listed)
Economic/commercial section



Moorhead Kennedy
State Department
Washington, D.C.
Economic section



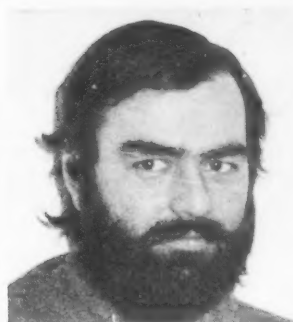
William Keough
American School in Tehran
Waltham, Mass.



Steven W. Kirtley
Little Rock, Ark.
Marine security guard



Kathryn L. Koob
International Communication Agency
Jessup, Io.

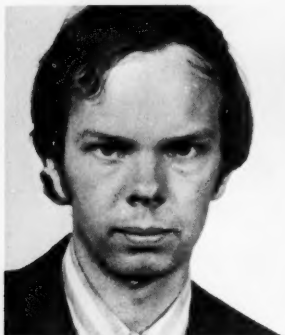


Frederick Kupke
State Department
Rensselaer, Ind.
Communications section



L. Bruce Laingen
State Department
Odin, Minn.
Chargé d'affaires

THE HOSTAGES



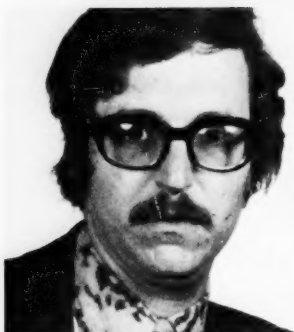
Steven M. Lauterbach
State Department
Dayton, O.
General services officer



Gary E. Lee
State Department
Falls Church, Va.
General services officer



Paul E. Lewis
(No hometown listed)
Marine security guard



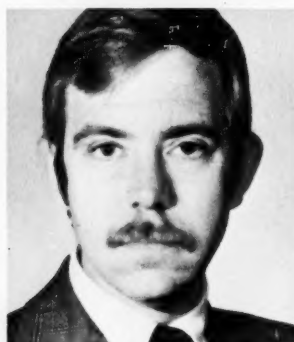
John W. Limbert
State Department
Washington, D.C.
Political section



James M. Lopez
Globe, Ariz.
Marine security guard



John D. McKeel
Balch Springs, Tex.
Marine security guard



Michael J. Metrinko
State Department
Olyphant, Pa.
Political section



Jerry J. Miele
State Department
Mt. Pleasant, Pa.
Communications section



Michael E. Moeller
Marines
Loup City, Neb.
Noncommissioned officer-in-charge



Bert C. Moore
State Department
(No hometown listed)
Administrative section



Richard H. Morefield
State Department
San Diego
Consular section



Paul M. Needham
Air Force
Bellevue, Neb.
Logistics plans and programs



Robert Ode
State Department
Sun City West, Ariz.
Consular section



Gregory A. Persinger
Seaford, Del.
Marine security guard



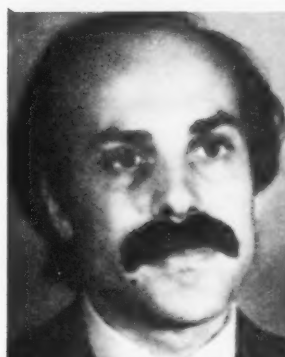
Jerry Plotkin
Businessman
New York



Regis Ragan
Army
Johnstown, Pa.
Representative, military sales

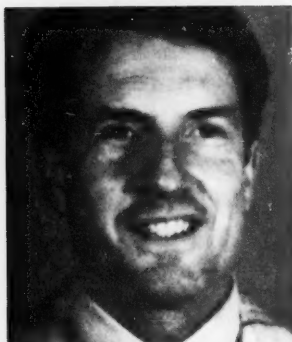


David M. Roeder
Air Force
Milwaukee, Wisc.
Assistant air attache



Barry M. Rosen
International Communication Agency
(No hometown listed)

THE HOSTAGES



William B. Royer Jr.
International Communication Agency
(No hometown listed)



Thomas E. Schaefer
Air Force
Rochester, N.Y.
Defense and air attache



Charles W. Scott
Army
Philadelphia
Chief, military liaison office



Don A. Sharer
Navy
Plainfield, Ind.
Chief, air force section



Rodney V. Sickman
Washington, Mo.
Marine security guard



Joseph Subic
Army
Redford, Mich.
Defense attache office



Elizabeth A. Swift
State Department
Washington, D.C.
Political section



Victor L. Tomseth
State Department
Springfield, Ore.
Political section



Phillip R. Ward
State Department
Culpepper, Va.
Communications section ■

News Highlights

State's new budget includes 255 additional positions It's Carter's Proposal; Reagan could change it

THE OUTGOING Carter administration on January 15 requested a net increase of 255 additional positions for the State Department for fiscal year 1982, which begins October 1. The total dollar request in the proposed budget is \$2,102,600,000—up \$507,707,000 over the current budget. The proposal calls for a total of 16,627 positions in the Department and overseas.

The Reagan administration—including officials in the Department and the Office of Management and Budget—is expected to review the Carter proposals, revise the figures upward or downward, and then put its own stamp on them. The new administration is expected to send its own budget proposal to Congress in a separate document, but no timetable had been set as STATE went to press.

The Carter budget seeks 119 new positions for student training at the Foreign Service Institute, and for staff support of the training program through the Bureau of Personnel. The additional positions were requested to enable State to implement some of the provisions of the Foreign Service Act of 1980 and the Civil Service Reform Act, which call for more opportunities for career training and professional development of employees.

To cope with the ever-increasing workload relating to consular affairs and the issuance of passports, the Carter budget seeks 110 additional positions for the Bureau of Consular Affairs and Foreign Service posts abroad. Also, 66 new slots are earmarked for strengthening the Department's political and economic reporting and analysis efforts. And the Bureau of Intelligence and Research would get 19 additional slots for intelligence support functions.

However, some 59 positions in the Department and overseas would be eliminated under the proposed budget. They include 22 in Consular Affairs' travel document issuance system; 16 in the special personnel complement, which

includes employees in so-called non-reimbursable details, such as Foreign Service fellows assigned to universities for training, some diplomats-in-residence, and employees assigned to the secretarial pool; 11 in the State-Defense exchange program; and 10 positions with the International Boundary and Water Commission.

The budget provides an additional \$400,000 for representational allowances, to offset higher prices overseas, and \$200,000 more for the automated visa

look-out system.

The regular program of the Office of Foreign Buildings would get an increase of \$138,500,000. More than \$125,700,000 of this sum would go for construction projects, including staff housing in Riyadh (\$77,100,000) and Moscow (\$19,500,000)—both areas with high inflation. Also included in the \$125,700,000 are additional funds for combating terrorism, for fire and life protection programs, and for so-called "preventive maintenance" of embassies and residences abroad.

Another program under Foreign Buildings—the special foreign currency program—would get an additional \$37,300,000 in fiscal year 1982. The money would go primarily for construction of a new office building and chancery in Cairo (\$30,000,000) and staff housing in New Delhi (\$5,700,000). □

National Patriotism Week starts February 16

The week beginning February 16 has been designated National Patriotism Week by a joint resolution of Congress adopted last October 10. A presidential proclamation implementing the resolution asks each federal agency to recognize the week "by taking such action as it may deem appropriate." The proclamation says:

"We are a nation with many blessings. We have liberties enjoyed by no other nation on earth. We have a government admired by many. We have fought hard to preserve our independence and the independence of others, and to gain equal rights and responsibilities for all our citizens. We have much to be thankful for and much to be proud of.

"Together we have built a great nation, a nation founded on freedom, a nation forged by patriots. We have made America strong with our strength. We have made America a nation at peace with our love of peace.

"We live in a nation we all care about deeply. It is important that we continue to care, that we continue to respect ourselves and each other, and that we honor our past and present by reaffirming our commitment to the greatness that is ours." □

State launches new promotion program for GS-14s and 15s

High-ranking Civil Service officers at State have been invited to participate in a new Executive Development Program, launched by the Department as mandated by the Civil Service Reform Act of 1978. The invitations went in January to all persons serving at the GS-14-15 level. Their reward, if they manage to be selected for and then successfully complete the program, will be certification that they are eligible, without further competition, for promotion and appointment to the new Senior Executive Service (SES).

The first opportunities are being offered in the administrative and legal fields. Officials expect seven candidates to be selected, the number depending on anticipated SES vacancies. For each projected vacancy, no more than two candidates will be chosen. Subsequent announcements will be made in the international affairs and other occupational

fields.

Those chosen will divide their time, over the ensuing two years, between work on their regular jobs and formal executive training sessions, development work assignments and special details—all providing them an opportunity to develop a broader range of managerial skills, knowledge and abilities.

Each participant will have, for the 24-month period, a mentor, or senior adviser, who will be an SES member or equivalent. Mentors will be designated only with the consent of the mentor, the participant and the latter's bureau

management office. These choices will be subject to approval by State's Executive Resources Board, headed by the Department's director general and director of personnel and consisting of the assistant secretary for administration, the directors of the Bureaus of Intelligence and Research and Politico-Military Affairs and State's legal adviser.

Each participant will prepare an "Individual Development Plan" with the help of his or her mentor and supervisor. This plan, in addition to the formal training, potentially could include assignments or details to other bureaus, federal agencies or organizations outside the

U.S. Government.

"All eligible candidates will be considered without regard to race, color, sex, age, religion, national origin, political affiliation, marital status, or handicap," says a program brochure. Those applying in the legal field will be required to "have been admitted to the bar and have expertise as a practicing attorney." The applicants will have to fill out, and have filled out for them, the Standard Form 171 employment application, plus several new forms that seek detailed information on work accomplishments and activities, performance evaluation and candidate

Haig has praise for career people

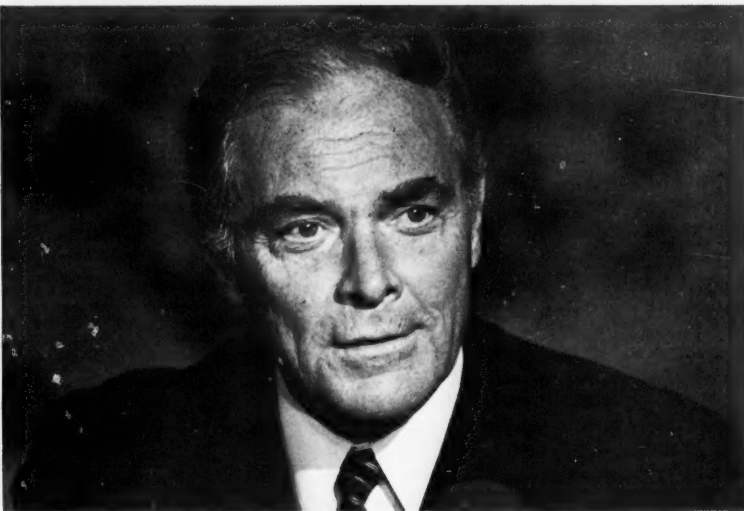
Here is an excerpt from the statement Secretary Haig read at his confirmation hearing before the Senate Foreign Relations Committee, on January 9:

"Our urgent task is to reestablish an effective foreign policy consensus. To do so, I believe three conditions must be met:

"• First, the constitutional and traditional responsibility of the President for the conduct of foreign affairs must be reaffirmed. The U.S. Government must speak to other nations with a single voice. To say that is in no sense to argue for curtailing discussion or debate. On the contrary, I believe both are essential. But the authoritative voice must be the President's.

"The President needs a single individual to serve as the general manager of American diplomacy. President-elect Reagan believes that the Secretary of State should play this role. As Secretary of State, I would function as a member of the President's team, but one with clear responsibility for formulating and conducting foreign policy, and for explaining it to the Congress, the public and the world at large. The assistant to the President for national security would fill a staff role for the President.

"• Second, an effective partnership



must be restored with the Congress. By partnership, I do not mean occasional retrospective reporting. I mean active consultation, exchange of ideas and proposals in a timely manner, in an atmosphere of mutual respect, trust and confidence, recognizing the special role of the Senate. The Congress can hardly be expected to allow the President the discretion he requires unless it is comfortable with the purposes toward which, and limits within which, that discretion will be exercised. The constitution demands it, and good sense urges it. In turn, Congress must do its part . . .

"• Finally, the most consistent articulation of policy is wasted if the professionals who must execute it are divorced from its formulation, and if their experience and skill are usurped in the name of confidentiality, haste or political sensitivity. The career personnel of the State Department and the Foreign Service are an unmatched intellectual resource, and they will be around long after the President and the Secretary of State are gone. If the United States is to act consistently and reliably in the world arena, it must use its career professionals. Their effective participation in policymaking is imperative." □

potential, among other things.

Candidates for selection will be ranked according to 10 specific factors in each of the two fields, as set forth in the brochure. In addition, they will be rated under a plan that grants 30 points for experience, 30 for potential, 20 for their supervisory records, 15 for education and training and 5 for awards—for a total of 100 points. Moreover, the brochure asserts, there will be "due consideration to each candidate's participation in EEO [equal employment opportunity] activities."

The rankings will be made by Department personnel sitting on ad hoc review panels. Recommendations of these panels are to be sent to the Executive Resources Board and the selecting officials in the bureaus concerned. Final selections will be made by the latter, taking into account "such factors as the organizational needs of the bureaus, anticipated SES requirements, affirmative action, and the recommendations of the ad hoc panels."

The selections then will be subject to endorsement by the director general and the Executive Resources Board. Completion of the program would make participants eligible for promotion and appointment to the SES, but would not guarantee it, according to the brochure.

Employees who hold Foreign Service Reserve Unlimited (FSRU) appointments and who become converted to the Civil Service will be eligible for the new program following the conversion.

In another action, the Department has requested authorization from the Office of Personnel Management

(formerly the Civil Service Commission) for 121 SES positions—an increase of 14 over the present allocation of 107. The Department also asked for 78 "supergrade" positions (GS-16-17-18), which would be filled by selected senior-level Foreign Service personnel who will be entering the Civil Service in accord with the Foreign Service Act of 1980. □

Schwebel of State is judge of World Court

Stephen M. Schwebel, deputy legal adviser of the Department, has been elected a judge of the International Court of Justice by the UN General Assembly and Security Council. He succeeds the late Judge Richard R. Baxter of the United States, who died



Mr. Schwebel

last September. Mr. Schwebel, at 51, is the youngest U.S. national ever elected to the World Court.

Mr. Schwebel has been U.S. counsel in three cases before the court. He played a leading role in the U.S. decision to take the Iranian hostages case to the court, and participated in the oral argument of it. In October, he presented the U.S. argument to the court in response to efforts by anti-Camp David Arab states to require the World Health Organization to remove its regional office from Alexandria, Egypt. The

court sustained the U.S.-Egyptian position by a vote of 12-1.

As deputy legal adviser since 1974, Mr. Schwebel has also served as the Department's counselor on international law, 1973-74, and as assistant legal adviser for UN affairs, 1961-66.

He was executive director of the American Society of International Law, 1967-73. Since 1967, he has been professor of international law at the School of Advanced International Studies of Johns Hopkins University, serving as Edward B. Burling professor of international law and organization since 1973. Mr. Schwebel was assistant professor of law at Harvard Law School, 1959-61, and has been a visiting faculty member at Cambridge University, the Australian National University and the Hague Academy of International Law. He is the author of two books and some 60 articles in the field of international law.

Mr. Schwebel was nominated for election to the court by nominating groups of 13 countries, including the United States, Sweden, Greece, Netherlands, Norway, Belgium, Cyprus, United Kingdom, France, Federal Republic of Germany, Canada, Italy and India. He succeeds a line of distinguished American judges on the court: John Bassett Moore, Charles Evans Hughes, Manley O. Hudson, Green H. Hackworth, Philip C. Jessup, Hardy Dillard and Mr. Baxter.

The court, which sits in The Hague, is composed of 15 judges. Its jurisdiction is essentially limited to cases which states agree to submit to it, either before or after an international legal dispute has arisen, and to rendering advisory opinions to the United Nations and its specialized agencies. □

Percy heads Senate panel

Charles H. Percy (R.-Ill.) is the new chairman of the Senate Foreign Relations Committee in the 97th Congress. Clement J. Zablocki (D.-Wisc.) continues as chairman of the House Foreign Affairs Committee. The appropriations subcommittees for State, Justice, Commerce and Judiciary will be chaired in the Senate by Lowell P. Weicker Jr. (R.-Conn.) and, in the House, by Neal Smith (D.-Ia.). □

Regulations are proposed on ex-spouse's benefits

Regulations based on the proposed benefits for spouses, as well as former spouses, of participants in the Foreign Service retirement and disability system—as provided under the Foreign

Service Act of 1980—are outlined in the January 15 issue of the Federal Register, starting on Page 3547.

Chapter 8 of Title I of the new act provides for a pro rata division of retirement and survivor benefits between a participant in the system and the former spouse. The act also provides for modification by a court of any pro rata division. It mandates a joint election by the participant and spouse, or former spouse, of any waiver of survivor benefits.

Those who wish to comment on the regulations may write to Gertrude Wiecoski, chief, Retirement Division, Bureau of Personnel, Room 1251, Department of State, Washington, D.C. 20520.

Deadline for comments is February 17. □

BUEA, Cameroon—Ambassador Hume Horan climbs 13,500 feet to summit of Mt. Cameroon—the highest peak in West Africa.

Nazi-hunter speaks at Open Forum

Allan Ryan, who headed a special investigation at the Department of Justice, discussed the hunting down of Nazis, at a noontime meeting of the Secretary's Open Forum on January 21. Other speakers during the month included Ambassador Robert Neumann, director of President-elect Reagan's transition team in the Department, who discussed the transition in retrospect; and Jan Nowak, former director of Radio Free Europe's Polish Broadcasting Service, whose topic was "The United States and Poland: What's at Stake."

As part of the year-long observance of the Department's bicentennial, the forum also scheduled a series of talks by foreign policy figures. Cornelius Van Engert, 93, one of the oldest living For-

eign Service officers, spoke on January 9, reviewing his 34-year career—from a junior officer in Constantinople in 1912 to U.S. minister in Afghanistan, 1942-45. Ambassador W. Averell Harriman discussed "Looking Ahead to the 1980's," on January 13.

The Open Forum journal, which is classified, recently published a special issue on international development and economic assistance. It includes articles on Africa, the Middle East and Latin America. Copies of the magazine have been distributed in Washington and to all AID missions overseas. □

U.S., UK agree on employment

Great Britain and the United States recently formalized a reciprocal work agreement which allows dependents of government employees in both countries to work in the local economy. ■



Appointments

Jeane Kirkpatrick is new U.S. envoy to UN

Jeane Kirkpatrick, a Georgetown professor and resident scholar at the American Enterprise Institute for Public



Policy Research, is the new U.S. ambassador to the United Nations. She won Senate confirmation shortly after the inaugural of President Reagan, who named her to his cabinet. She succeeds Donald F. McHenry.

Mrs. Kirkpatrick has a broad array of activities. She is co-vicechairman, Coalition for a Democratic Majority, and co-chairman of the task force on the presidential election process, Twentieth Century Fund. She has served as a member of the executive council, International Political Science Association, 1976-78; and as a member of the international research council, Center for Strategic and International Studies, Georgetown; as a member of the Democratic National Convention's commission on party structure and presidential nomination, 1975-78; and on the board of trustees,

Robert A. Taft Institute of Government. She has also made several lecture tours for ICA in Africa, East Asia, India and Latin America.

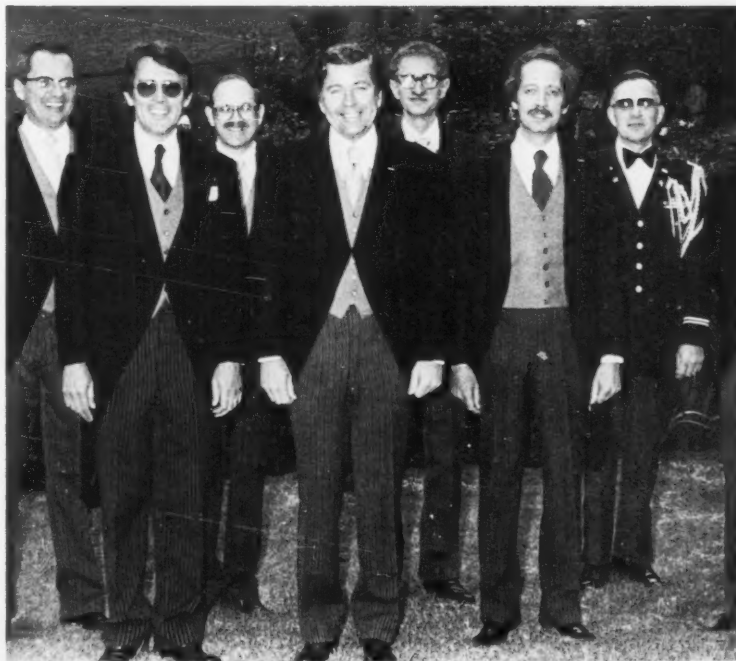
Mrs. Kirkpatrick is the author of several books, and of many articles in newspapers and magazines. Her books include "The New Presidential Elite," "Political Woman," "Leader and Vanguard in Mass Society: A Study of Peronist Argentina," and "Dismantling the Parties: Reflections on Party Reform and Party Decomposition." She also has written book reviews for professional journals.

Born in Duncan, Okla., on November 19, 1926, Mrs. Kirkpatrick received an associate-in-arts degree from Stephens College, 1946; a bachelor's from Barnard, 1948; a master's in political science from Columbia, 1950; and a doctorate, also in political science, from Columbia, 1968. She also received a certificate from McGill's French Summer School in 1947, and was a French government fellow at the University of Paris' Institute of Political

Science, 1952-53. She holds an honorary doctorate from Mount Vernon College, and the Distinguished Alumnae Award from Stephens. In addition, Mrs. Kirkpatrick has won scholastic honors and grants from several foundations—including the Twentieth Century Fund, Russell Sage Foundation, National Endowment for the Humanities and the Andreas Foundation.

Mrs. Kirkpatrick's husband, Dr. Evron Kirkpatrick, has served for many years as executive director of the American Political Science Association. They have three sons. ■

BOGOTA, Colombia—Morning coats and all, the country team prepares to escort Ambassador Thomas D. Boyatt as he presents his credentials to President Julio César Turbay Ayala. Front row: deputy chief of mission T. Frank Crigler, Mr. Boyatt, economic counselor Reynold A. Riemer, administrative counselor David R. Beall. Back row: consul general John D. Coffman, public affairs counselor Carl D. Howard, political counselor Adolph Harold Eisner, defense attaché Harry L. Dull.



Mansfield: Reagan's first

President-elect Reagan, in his first ambassadorial designation, asked Michael J. Mansfield to continue to serve as the U.S. envoy to Japan. Mr. Mansfield had been named to the Tokyo post in May 1977, in one of President Carter's first appointive actions. The ambassador was a U.S. senator from Montana, 1952-76, and Senate Democratic floor leader, 1961-76. Regarded as an expert on Asia, he was a professor of history and political science at the University of Montana before coming to Washington.

The Transition

THE DEPARTMENT was the scene of President-elect Reagan's first meeting with members of his cabinet-to-be, on January 8. Secretary Muskie and Secretary-designate Haig greeted the chief executive as he entered the Diplomatic Lobby, then escorted him to a conference room on the first floor. After the meeting, Mr. Reagan held a news conference for media representatives, who jammed the lobby. □

Secretary-designate *Alexander M. Haig* heads toward C Street entrance to greet *President-elect Reagan*. (Photo by *Donna Gigliotti*)



President-elect Reagan answers questions for reporters in C Street lobby. (Photos by *Donna Gigliotti*)



Vice President-elect *George Bush*, center, enters C Street lobby. (Photo by *Walter Booz*, *Visual Services*)



Senate majority leader *Howard H. Baker Jr.* (R-Tenn.), center, enters the Department with his assistant *Jim Cannon*, right, and *Max Friedersdorf*, incoming assistant to the President for congressional liaison. (Photo by *Walter Booz*, *Visual Services*) ■

Foreign Service Buildings

Grateful refugee gives apartment in Paris to U.S.

'He loved America,' his daughter recalls

A MAN who said he loved America for saving him and his family from the Nazis has shown his gratitude through a gift to Uncle Sam—a fashionable, 14-room apartment in Paris. The lodgings are now being readied for occupancy by the U.S. ambassador to UNESCO, as an official residence. A ceremony was held there at year's end at which Arthur A. Hartman, envoy to France, thanked the family of the late Meir-Leib (Max) Delfiner, the donor, and accepted the keys on behalf of the U.S. Government. Mr. Delfiner had died in Paris on October 6, at the age of 93.

"My father loved America for enabling him to save his family from death, and for allowing him to construct a brand-new career at 52 years of age," said his daughter, Mrs. Charlotte Sperber, who lives in Hollywood, Fla. "He believed that God led him here. He believed that there was no other nation in the world which had a government which recognized charity as did the United States. He said it was the way of life here, too; it was indeed 'God's country.'"

The apartment is located in the 16th district of Paris, in Passy, occupying the entire third floor of a five-story building, facing the Bois de Boulogne. It includes a foyer, entrance hall, salon, dining room, three bedrooms, a den, three-and-a-half baths, a pantry, kitchen, two servants' bedrooms with bath, and a laundry room. There is also garage space.

Mr. Delfiner, a member of the Jewish faith, came to New York in 1939 and bought a small company which manufactured packings for industrial use. Retiring in 1957, he moved to Paris with his wife, Eva. It was Eva Delfiner who designed the apartment and also helped furnish it. Many of the furnishings were made to order. Mrs. Sperber, their daughter, has donated the furnishings as a separate gift to the United States. So with the exception of a few personal objects, the apartment has been given intact—furniture, objets



At signing ceremony in 1974. From left: William Spicer, representing State's Office of Foreign Buildings; Max Delfiner; Galen Stone, deputy chief of mission, Paris.

The Delfiner apartment is on the third floor of this building.





From left: Mrs. Barbara Delfiner, daughter-in-law; Mrs. Donna Hartman, wife of U.S. ambassador to France; Mrs. Charlotte Sperber, daughter; Abe Sperber, son-in-law; Mr. Hartman; Henry Delfiner, son.

d'art, crystal, silver, dishes, linens and kitchen utensils.

"The seed for the idea of my father's gift came with the death of Eva," Mrs. Sperber told *STATE* magazine. "A foreign government had approached Max through an agent, offering him a considerable amount of money for the home in Paris. This led him to the thought that, if another country wanted to pay so much for it, perhaps the United States would be interested in owning the property. America was home to his children, his grandchildren, and his great-grandchildren. If he willed the apartment to the United States, his love and his feeling of gratitude would be obvious to all. He believed that gratitude was one of the most rewarding of emotions, the same as love."

Mr. Delfiner was born in Sireth, Romania, in 1887. During the 1930s he was a businessman in Vienna. In March 1938, while he and his wife were vacationing in France, Germany annexed Austria. The Nazis confiscated everything Mr. Delfiner owned in Vienna. They also planned to hold the Delfiner children, Charlotte Sperber and a son, Henry, as hostages, to insure the return of the vacationers to Vienna and to force them to sign over everything to the Nazis "legally."

"But by a stroke of luck, or fate, my brother and I were able to leave Vienna

the following day, and we came to the United States to go to school, preceding our parents," Mrs. Sperber said. "Most of the other members of our family in Austria, Czechoslovakia, Poland and Romania were exterminated during the Hitler years—some 65 persons—men, women and children."

In the meantime, unable to return to Vienna, Mr. Delfiner opened a small exchange bank in Paris. It flourished. One evening, at a dinner party given by a friend, he met the then U.S. ambassador to France, William C. Bullitt, and his aide, Homer Butler. "During their conversation Max predicted that in a very few months Europe would be engulfed by war," Mrs. Sperber recalled. "Mr. Bullitt disagreed but made him a friendly promise that, should this really come about, he would personally issue the visas for my parents to join us in the United States. It was through this that Max and Eva arrived in New York on September 3, 1939—the day England and France declared war on Germany."

"His possessions in Austria had been confiscated. He had lost his bank in Paris. He faced the enormously difficult

task of making a place for himself and his family in the new world. After several months of searching and considering many ideas and trying to learn English, and already suffering from angina pectoris, he decided to use what money he had to buy the packing company. It was an old firm, run down. But through hard work and skillful management, my father rebuilt the company, and it prospered. By 1941, when the United States was attacked at Pearl Harbor, the factory was able to supply the U.S. Army, Navy and Air Force with many essential parts for the war effort."

Mr. Delfiner's son, Henry, enlisted in the Army, rising through the ranks to major. He was decorated with the Bronze Star, and later went to Vienna with the intelligence division of General Mark Clark's Fifth Army, helping to liberate his native city.

Mr. Delfiner continued to suffer from his heart ailment. On January 25, 1974, at an earlier ceremony in his apartment in Paris, he signed the title documents and donated the apartment to the U.S. Government—the actual transfer to become effective after his death. When he died recently, his family survivors gathered at the apartment and formally turned over the residence to Ambassador Hartman. All joined in eulogizing the refugee who loved America. ■

Life in the Foreign Service

No benefits for Bruno

He can't even get to Bali; but he barks on and on

BY THOMAS SOLITARIO
WITH J. D. McHALE

Mr. Solitario is the administrative officer at the U.S. consulate general. Mr. McHale is the deputy public affairs officer.

HONG KONG—It was back in the mid-1960s when a thin, underfed puppy put in an appearance here at 15 Mt. Cameron Road. This had been the address, for years, of senior Foreign Service officers. The puppy is believed not to have known that. Why he did come to this place remains a mystery. He presented a wretched sight—no one could turn him away. The gardener and other Foreign Service national employees fed him and nursed him back to health. Then they trained him to guard the residence. Thus the legend of "Bruno in Hong Kong" was born.

Bruno developed into a large, attractive dog of putative Chow heritage. He became, in fact, a squatter-tenant on his adopted property for the next 12 years. In exchange for his assigned duties as guardian of the U.S. Government property (which meant keeping out uninvited guests, snakes, stray cats, other dogs and would-be intruders—he earned a rent-free, comfortable abode, an adequate food ration and the privilege of living in pleasant surroundings.

Bruno served a number of American diplomatic families at the Mt. Cameron address. But he never became anyone's personal pet. After all, that would have been beneath the dignity of his position. And he continued to provide 24-hour, seven-day-a-week guard duty—in the best tradition of the Foreign Service.



Then, two years ago Bruno's orderly existence was disrupted. The newly-arrived American family on Mt. Cameron discovered that their own dog, who had accompanied them, did not hit it off with Bruno. A painful decision now faced the new human occupants of "Bruno's residence," as the Mt. Cameron house had come to be called. They decided that Bruno would have to go.

It was at this point that a delegation of Foreign Service nationals calling themselves the "Friends of Bruno" solemnly petitioned me. As the newly-arrived administrative officer, I was requested to intervene on Bruno's behalf. In good Foreign Service tradition, we formed a special task force to examine all the options available. A unanimous decision was reached. Bruno would be transferred to another U.S. Government residence—mine.

In his new home on Shouson Hill, Bruno quickly adapted himself and then examined his canine balance sheet of gains and losses. He decided that, on balance, the transfer to his new post offered one distinct gain: a pleasant, rustic setting and a magnificent panoramic view of Hong Kong, as seen from the south side of the island.

It took Bruno only a short time to identify his new territory and area of responsibility, and to win the admi-

ration of his new American patrons. Bruno, we decided, was a diligent, conscientious steward of U.S. Government property.

Bruno, now in his 14th year of service to the U.S. Government, remains faithfully at his post of assignment. He is there through rain, heat and typhoon. True, his reactions have slowed down. His sight and hearing are not as keen as they were a few years ago. Some of his teeth are falling out. But he maintains, nevertheless, his constant state of alertness, in a timeless watch against any and all trespassers and intruders.

In spite of this faithful stewardship, Bruno is not entitled to any of the usual Foreign Service benefits: annual and sick leave, diplomatic immunity, salary, educational allowances, a conference in Bali. His only compensation is an occasional pat or caress from his numerous admirers. For such gestures of kindness, he is quick to respond with a friendly wag of his tail.

Although most of Bruno's friends have departed from here over the years, they still remember him. The consulate general regularly receives mail inquiring about him.

We on the staff of the consulate general here take this opportunity to wish all the Brunos, at the U.S. diplomatic missions everywhere, many happy years with their hosts.

Four poems

BY EVAN L. DEWIRE*

Regrets only

The sound of rain
Splashing against the sidewalk
Was only the wind
Playing hide and seek
With the seedpods of palm trees.

The tea dressed
Wine glazed
Diplomat's wife
Was only sitting primly on the
couch
Watching polite conversation
Lap against her legs
While outside
The wind played hide and seek. □

Consolation

I know, far inland,
The sea still sounds against the
shore
While the old Chinese rug,
Still splendid in color,
Will remain forever mute.

It is we who are time bound.
We cannot forever sound,
Seek new depths,
Or age, still splendid
In the colors of our youth.

The sea remains.
Even a rug is made to last.
But we are conscious of the past
And the love we shared
In the then splendid
Colors of our youth. □

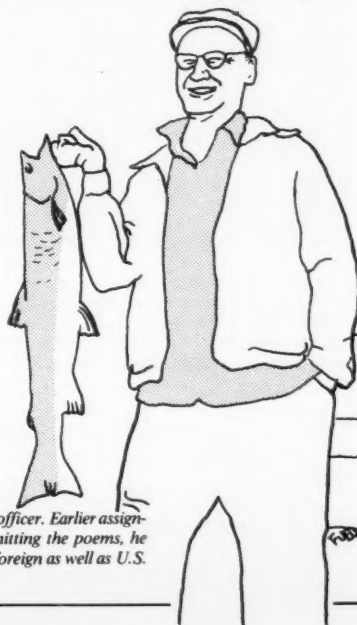


Deja vu

In the Paris of the Far East
There were barbed wire villas,
Motor bikes and neon lights.

Twilight did not soften
The faces of peasant women
Dressed in ao dias
And spiked, high heel shoes.

In the Paris of the Near East
Palestinians walk slowly
Along the Coast Road at sunset,
Hand in hand, chasing dreams.



While boys in a yellow life raft
Paddle slowly towards the shore. □

This is just to say. . . .

This morning on the way to
Yarze
Gamaeyl the driver said to me
Every morning (while we sleep)
Fish is auctioned in the street.
Ice packed
Plywood stacked
Trucked from Turkey
In two days
Fish.

Perhaps we sleep
So the Turk his vigil can keep.
With waves for cold company
He womblike rocks,
Waiting for the sun to fire his
soul
So he too can rise, reborn,
To face the new day.

The day that he will pass
Then torchlike pass to us
In his freewill gift of
Ice packed
Plywood stacked
Trucked from Turkey fish. ■

*—Mr. Dewire is in Beirut as assistant regional security officer. Earlier assignments included Peking and the United States. In submitting the poems, he said they were based on his observations since 1974 of foreign as well as U.S. diplomatic people.

Bicentennial Year

Crigler, Caldwell, Chester honored on State's birthday

Hostages recognized, too; scholarships established

THREE career officers—Trusten Frank Crigler, Ray L. Caldwell and Geraldene G. Chester—have been accorded the highest honors of the American Foreign Service Association. They were recognized at a ceremony on January 9 that marked the beginning of the bicentennial year of the State Department. Each was presented a check



for \$1,000 and a certificate for "extraordinary accomplishment, reflecting outstanding initiative, integrity, intellectual courage, and creative dissent."

Also honored in the Dean Acheson Auditorium were the 52 American hostages in Iran. They were cited in absentia for their "outstanding, extraordinary service and courage." The association announced establishment of "extraordinary service scholarships" for the sons and daughters of the hostages, "as well as others who find themselves in similar circumstances." Accepting the awards on behalf of the captives and their families were Mrs. Bruce Laingen, whose husband, a hostage, was charged



Award winners Ray L. Caldwell, left, Geraldene G. Chester and Trusten Frank Crigler, right, with Cornelius Van Engert, one of the oldest living Foreign Service officers. (Photo by Glenn Hall, Visual Services)

d'affaires in Tehran, and Richard Queen, who was released by the Iranians after eight months.

Mr. Crigler, an FSO-2 and deputy chief of mission in Bogota, Colombia, won the Christian A. Herter Award for senior officers. Mr. Caldwell, an FSO-4

and head of the internal division of the political section at Embassy Madrid, received the William A. Rivkin Award for mid-level officers. Mrs. Chester, an FSO-4, was on the team that negotiated the Panama Canal treaties. She won the W. Averell Harriman Award for junior officers. (She was selected for the award when she was an FSO-5.)

The association also honored six members of Congress for their work on the Foreign Service Act of 1980. Recipients of engraved plaques were Rep.



S. Patricia Schroeder (D.—Colo.), Jim Leach (R.—Ia.), Dante B. Fascell (D.—Fla.) and John Buchanan Jr. (R.—Ala.) and Senators Claiborne Pell (D.—R.I.) and Charles Percy (R.—Ill.).

Mr. Crigler played a "significant

Secretary Muskie and Vice President Mondale cut the cake. (Photo by Robert C. Kaiser, Visual Services)

role" in helping to free U.S. Ambassador Diego Asencio and other diplomats who were taken hostage in Bogota last February. He was credited with "unusual initiative in devising and proposing numerous negotiating stratagems" designed to secure the release.

Mr. Caldwell was said to have developed "hundreds of friends" among the leading political figures, civil servants, journalists, academics, businessmen, labor leaders and others who influence the political scene in Madrid. He had "a positive—and a personal—impact on the course of U.S.—Spanish relations during Spain's delicate period of transition from dictatorship to democracy."

Mrs. Chester, a lawyer, served as legal adviser to the treaty negotiators. Later, as an economic officer in the embassy in Panama, she assisted in the treaty implementation. "Her extraordinary competence, tact, sensitivity, and acumen . . . might well serve as a model for all young Foreign Service officers," the citation said.

Speakers included Secretary

Muskie; Kenneth W. Bleakley, president of the association; Ambassador Harri-man, donor of one of the awards; Ambassador Spencer King, retired representative on the association board; and Mrs. John Sperry Long, whose husband was the late Ambassador Rivkin. Hundreds of active and retired Department and Foreign Service employees attended the ceremony.

Mr. Muskie, making one of his last appearances in "my role as Secretary of State, the proudest title I have ever borne," said the award ceremony was designed to underscore and celebrate the "advancing professionalism of the career Foreign Service." "This moment gives us an opportunity to pay tribute to the human qualities of the people who represent our country—both our diplomats and their families," he said. "There could be no more impressive reminders of those qualities—courage and steadfast devotion—than the hostages in Tehran who are so much on our minds, and their families. The scholarship fund that you have established is a fitting, tangible way to express what all of us feel. This ordeal has touched us all so deeply that we, in a sense, are all one hostage family."

Mr. Muskie praised State's employees at home and abroad as dedicated Americans working "all around this restless, troublesome planet, seeking to understand and deal with the world's troubles in ways that serve our interests and advance the cause of peace. . . Surely no other department of Government can claim a professional corps of such education, experience and skill."

"From 1781 until 1968, no American ambassador was ever murdered in the line of duty," Mr. Muskie pointed out. "But since 1968, when John Gordon Mein was assassinated in Guatemala, four others have died in similar fashion—in Cyprus, Lebanon, Sudan and Afghanistan. Other diplomats have been kidnapped in recent years—in several widely-scattered countries. And in the last eight months, I have arisen each day to face the problem of more than 50 Americans held hostage in Tehran."

—BARNETT B. LESTER □



Representative Pat Schroeder (Photo by Glenn Hall, Visual Services)



Representative Jim Leach (Photo by Glenn Hall, Visual Services)

300 lottery winners enter 'high society'

Vice President Mondale and Secretary Muskie saluted the Department's 200th birthday at an evening reception in the Benjamin Franklin Room on January 9. The event ushered in a year-long observance of State's bicentennial. Guests included more than 300 Department employees whose names were drawn in a lottery conducted by all the bureaus and major offices. The lottery was organized by State's Bicentennial Committee, which decreed, said Terry McNamara, senior deputy assistant secretary for public affairs, that invitations be set aside for employees chosen on an "equitable, democratic basis, regardless of position or rank." For many, it was their first visit to the diplomatic reception rooms.

In addition, there were the usual corps of notables, including, for example, former Secretary and Mrs. William P. Rogers, Supreme Court Justice Potter Stewart, Soviet Ambassador Anatoliy Dobrynin (who is dean of the diplomatic corps in Washington), presidential counsel Lloyd Cutler, retired Ambassadors Ellsworth Bunker and U. Alexis Johnson, and Ambassador Robert Neumann, director of transition team at State.

A Marine string quartet serenaded the guests as they strolled through the entrance hall, into the Gallery, and then to the John Quincy Adams Room, where they were greeted by Mr. and Mrs. Muskie, Under Secretary and Mrs. David D. Newsom, and director general and Mrs. Harry G. Barnes Jr. A Marine color guard, in full dress uniform, marched to the Benjamin Franklin Room, where a Marine band played "America the Beautiful."

In the Franklin Room, the guests watched as a group of Marines carried a three-tier, 100-pound birthday cake to the Vice President and the Secretary. It was topped by a replica of the Great Seal of the United States, and on it, in



Reception guests, from left, front row: Margaret Holdaway, Ruth Higgins, Yvonne Chuang. Middle row: JoAnn Rowe, Maria-Jesus King, Mabel Coates. Back row: Lanah Berry Hill, Charles Fleenor, Ruby Jones. (Photo by Donna Gigliotti)

miniature, were the flags of the 50 American states and more than 100 foreign countries. Mr. Mondale and Mr. Muskie cut the cake with a sword handed to them by a Marine. The first piece went to Cornelius Van H. Engert, 93, one of the oldest living Foreign Service officers. The second went to John A. Hedges, 22, who was said to be the youngest Foreign Service officer on active duty.

After the national anthem, the guests toasted the Department's 200 years with champagne as the band struck up "Happy Birthday." Mr. Muskie paid special tribute to the Marines. "We at the State Department and in the Foreign Service deeply appreciate the important role the Marine Corps plays in our

embassies all around the world," he said. "The Marines, too, are represented in that group of 52 in Tehran, and we don't often enough give recognition to that fact."

Mr. Muskie, in a later message "to my colleagues in the Department of State," said: "I consider your accomplishments all the more remarkable in view of the fact that this Department—which began in 1781 with only 14 employees—remains one of the smallest Cabinet departments in both personnel and budget. As the Department launches a year-long celebration of its bicentennial, I want to extend an official word of congratulations to all of you."

The committee is planning other events. Individuals or organizations who wish to help, or who have suggestions for observances in Washington or overseas, may contact Mr. McNamara in Room 6800, ext. 23790; or Phyllis Young, executive secretary of the committee, ext. 20713. □

Bicentennial guest list

Listed here are the employees chosen by lottery to attend the bicentennial reception:

Secretary's Office (and related units)

OPERATIONS CENTER

Laura T. Barnes
Barbara T. Miller
Elaine Ojala
Robert C. Porter Jr.

EXECUTIVE SECRETARIAT

Donald S. Hayes
J. Christopher LaFleur
Vivian Dove
Ronald A. Weist

OFFICE OF THE DEPUTY SECRETARY

James Holdforth

AMBASSADORS-AT-LARGE: OFFICE OF THE LAW OF THE SEA NEGOTIATIONS

Patricia M. Corcoran
Lawrence M. Enomoto

OFFICE FOR COMBATING TERRORISM

Richard J. Higgins

OFFICE OF PROTOCOL

W. Carter



Secretary Muskie, left, and Vice President Mondale with hostage wives, (from left), Katherine Keough, Louisa Kennedy, Penne Laingen. (Photo by Donna Gigliotti)

Rowena Hood
Debra Muse
Vickie Rogers

Office of Under Secretary for Economic Affairs

Catherine J. Sopko

Office of Under Secretary for Management

OFFICE OF MANAGEMENT OPERATIONS

Phyllis Pesce
Guy Coriden

EQUAL EMPLOYMENT OPPORTUNITY OFFICE

Elee Erice

OFFICE OF MEDICAL SERVICES

John L. Beahler, M.D.
Catherine Deleo
Robert I. Huben, M.D.
Colleen Marie Quinn
Joyce Blackmon

OFFICE OF THE COMPTROLLER

James F. Howard
Sheila L. Wise
Bruce A. Brown
Gail R. Hariston
Perry C. Hamilton

Daniel L. Quaid Jr.
Katherine J. Senkow
Jackie Davis
Sandra J. Walker
Edward P. Dobyno Jr.
Debbie Snipes

Bureau of Administration

OFFICE OF OPERATIONS

Julia Zavada
Ella Koniuszkow
Cheryl Tucker
Alfred Neal
Jan Panguay
Robert Day
Barbara Holmes
Gerald John
Marvin Jones
David L. Heureux
Elizabeth Pratt
Sal Rinaldi
Cynthia H. Preloh
Aleen B. Sutton
Carol Gorski
Joan Austin
Vela Fischer
Virginia Schafer
Leo Masciani



Two winners of tickets to reception: Aleen B. Sutton and Cynthia Preloh. (Photo by Donna Gigliotti)



Joann Alba
Margo Clarke
John Cruce
Frank Machak
Michael Pasek
Geraldine Johns
Eimer Lee
Marie Burke

OFFICE OF SECURITY

Lisbeth Renwick
Ray Gross
Suzanne Conway
Bob Bryan
Pat Hoffer
Isabel Johnstone
Rufus Putney
Elwood McGuire
Pamela Beale
Chris Andrews
Bill Larson
Robert Nuernberger
Jane Moss

OFFICE OF COMMUNICATIONS

Mildred Muchoney

Greeted by Secretary Muskie is Ann Wickham of the Bureau of Oceans and International Environmental and Scientific Affairs. (Photo by Donna Gigliotti)

H. Charles Page
Emily Butler
Charles E. Fleenor
Marjorie Benson
Harry Kaklikian
G. Larry Engelbrake
Doyle W. Stout
Manuel Valdez
Patrick J. Duffy
Dennis Thomas
Rodwell Bishop
Etta Wilkinson
Hal R. Hutson
Richard D. Rapier
Terra E. Faucett
Mitchell Johnson
Maurice Myenseberge
Gertrude E. Chisholm
R. Bruce Soelberg
Gary Herrod
Wayne D. Hoshal
Yvonne Chuang

OTHER OFFICES, ADMINISTRATION

Ruby Sherman
Eleanor M. Hill
Sheila Johnson
Jesse Butler
Howard Holton
Martha Ann Thomas
Jerome W. Morrison
Charles Rex Hellmann
James G. Trum
Clayton E. McManaway
JoAnne DeConcini
Walter Weiss
Sharon Orange
Sandra Younger
Janie Cunningham

African Affairs

Jane E. Harrington
Kay Gilstrap



Larry Roeder, International Organization Affairs (also a member of Iran Working Group), with his bride-to-be, Elee Erice, of the Office of Equal Employment Opportunity. (Photo by Donna Gigliotti)

Herman Rossi
Deborah Schwartz
Alden Irons
Lilymae Richardson

Congressional Relations

Dora Carter
Jenness Kleiboecker

Consular Affairs

John Adams
Elizabeth Berube



Ron Mlotek, Refugee Programs, and Barbara Miller, Operations Center. (Photo by Donna Gigliotti)

Linn Allee
Dorothy Chatman
Madeline Ketch
Adolfo DeHostos
Paul Donaldson
Mildred Gill
Carol Gonet
Tommye Grant
Ruby Jones
Charles Keil
Elizabeth Kirincich
Dale Leach
Eleanor Leech
James Murray
Hebriena Oosthoek
Vivian Ferrin
Rachel Pittarelli
Mary Sampson
Richard Sindelar
Dorothy Smallwood
Elizabeth Soyster
Ruty Stewart

East Asian and Pacific Affairs

Michael Gerner
Kristine Blandford
Jerome Ogden
Michael Klosson
Stuart Scharzstein
Cindy Baranello
Stephanie Gillespie

Economic and Business Affairs

Joyce Manning
Patricia Kolar
Bernice Holmes

Stephen Gallogley
Donald G. Johnson
Dennis Finnerty
Wilson Riley
William Brew
Samuel Compton
Richard Shrom
Joanne Rowe

European Affairs

Caroline P. Wiznitzer
M. Lanah Berryhill
Maria Jesus King
Ruth E. Higgins
Hollis DiBianchi
Mable E. Coates
Peter S. Bridges
Mark A. Tokola
William H. Dameron
Laura Kennedy
Margaret D. Holdaway

Foreign Service Institute

Ali Bell
Debrah A. DiBari
William Kushlis
Matthew P. Daley
Svetlana Hannaher
Helen T. Hirshon
Hedy St. Denis
Phyllis A. Zoetis

Elizabeth Molinar
A. Paul Stratton
Ying-Chih L. Chen
Murilo Von Meien
Barbara Melo
Marie-Charlotte Iszkowski
Nicholas Chiacu
Julie Wilhelm
Un-Bok Cheong
C. Cleland Harris
Diane Reaves
Gloria Benedict

Human Rights and Humanitarian Affairs

G. Michael Bache
T. Jesse Clear
Sally L. Harman

Office of Inspector General

Janet R. Priddy
Charles A. Kennedy
Joseph Daniels
Hugh B. Hollingsworth

Intelligence and Research

Edith M. Scott
F. Herbert Capps
Grace M. Brown
David Jensen
Rita F. Taubenfeld
Donald Graves
Carson M. Berry
Louis Sarris
James Chamberlin

BICENTENNIAL YEAR

Kathryn A. Clark
Betty Jean Mack
William Duncan
H. Jonathan Bemis
William W. Millan
Galen Fox

Inter-American Affairs

James R. Cheek
R. Michael Finley
Ambassador Mari-Luci Jaramillo
Mrs. Samuel Lupo
Samuel F. Hart
Mrs. Jeanne Puhan
Mrs. Nivea Ribera
Linda Grace
John Bushnell

International Narcotics Matters

James M. Van Wert

International Organization Affairs

Susan Sheets
David Rowe
Bernard Engle
Hillary Westley
Lillian Mosser
John McDonald
Csanad Toth
Larry Roeder

Legal Adviser's Office

Frances A. Armstrong
Mary Ann Birdas
William T. Lake

Robert D. Sloan
Maggie R. Street
Eleanor E. White

Near Eastern and South Asian Affairs

Peter Constable
Mrs. James Eidsness
Sally Lufkin
Loretta Roberts
John Hirsch
Roger Merrick
Jonathan Mayhew

SINAI SUPPORT MISSION

Barry S. Knauf

Oceans and International Environmental and Scientific Affairs

Anne Wickham
Janet Hanifin
Jeffrey Lutz
Lee Stevens
Jodi Jenkins
Evelyn Sahli
Margaret Dove
Irene Dybalski

Bureau of Personnel

Siobhan Hulihan
Alta Brenner
Robert Collins
Pamela Davis
Ruby Dawson

*Sgt. Clarence Hudgens and Mark L. Weinitzer
of the Iraqi desk. (Photo by Donna Gighotti)*

Bernard Fennell
Linda Frantz
A.S. Cleveland Fuller
Donald Donchi
Albert Hardy
Marjorie Hoefler
Irene Ivone
Joy Lindsay
Charles Magee
Evelyn Manning
Susie Nelson
Janice Pemberton
Max Robinson

Policy Planning Staff

Vernetta M. Young
Michael Feldstein
Wreath Gathright
Marcia B. Ries

Politico-Military Affairs

Lt. Col. Frederick S. Celex
Louis B. Warren
Marcia Jordan
Allan E. Suchinsky
R. Peter Spicer
David A. Ochmanek

Bureau of Public Affairs

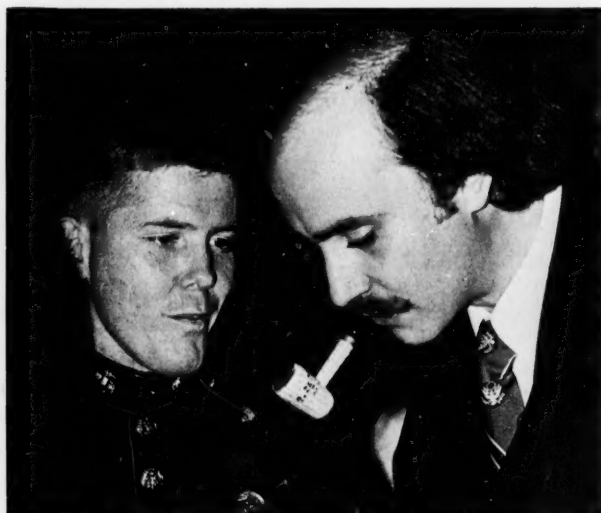
Frank Gomez
Kathleen Crossett
Irene Novak
Mary Jones
Dianne Kelley
Mary Grant

Bureau of Refugee Programs

Delores Carr
Elizabeth A. Powers
Ronald Mlotek

President Reagan's transition team

Ken Adelman
Richard Burt
Carleton Coon
Chester Crocker
Woody Goldberg
Marc Grossman
Muriel Hartley
James Hackett
David Korn
Tod Leventhal
R.C. McFarlane
Pat McKee
Harvey Sickermann
Paul Wolfowitz
Jeanne Ronchetti
John Sprott ■



Ask Doctor Korcak



This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

AFRICA

Our young child will not take antimalaria drugs in tablet form. Can we make a solution with crushed tablets, or are there liquid preparations commercially available?

A.

The most effective antimalarial drug for most malarious areas of the world, where malaria parasites are sensitive to it, is chloroquine. Trade names include Aralen in the United States, and Resochen and Nivaquine abroad. There is no liquid preparation of Aralen or other antimalarials licensed in the States, but there are a number of other satisfactory liquid preparations which should be readily available in Europe, Africa, Asia and Latin America. These include Nivaquine, Resochen, Malarex and Camoquine. I recommend that you use these commercial products, rather than prepare your own solution. Extreme caution must be used to keep these usually pleasant tasting liquids out of the reach of children—an overdose may be lethal. Dosage should be by weight, as indicated in the manufacturer's labeling. Or check with your health unit. Should you have no choice but to prepare your own liquid preparation, that portion of the tablet required (mg. of base per body weight) should be crushed and mixed with jam or a syrup. A fresh solution should be made for each weekly dose.

Q.

ASIA

A friend of mine lost her mother two years ago. She's still in mourning, and some people say this is too long. What do you think?

A.

No two people react the same way; there is no fixed amount of time to mourn. Prolonged mourning (or depression) usually can be helped if you understand what is happening to the person and why. This is not the type of depression that should be treated with medication. Counseling by a professional can be very helpful.

Q.

EUROPE

What's the rule on departure physicals? We're going on home leave next summer and, frankly, I'd just as soon get our families' physicals out of the way now at post. But I know we probably won't get our travel orders until a few days before we leave. Is there any way I can avoid having to bother with physicals at home during our leave? We really do have quite good medical facilities at our post.

A.

Now is the time to get started on your physicals, so don't hesitate . . . begin the processing. You don't need orders in hand to start an in-service examination. In fact, it should be started 90 days before your departure date, since we should have it in my office at least 30 days before you leave post. There frequently are delays in scheduling the actual physicals. Sometimes, as you probably know, tests have to be repeated, or special appointments or consultations arranged. This entire process takes time, so please don't hesitate to begin now, in late winter or early spring, if you're anticipating a summer home leave. If physicals can be completed at your post, the entire

medical clearance process can be speeded up, thus allowing you a home leave without medical entanglements.

Q.

WASHINGTON

This might be a foolish question, but why do doctors always tell me to do my monthly breast exam after my period? I'm usually pretty good about doing it every month, but am never quite sure whether to examine before or after the period.

A.

I don't see this as a foolish question at all. The fact is that each month, before menstruation, hormonal changes occur which can cause swellings that are not true breast lumps. These swellings are normal, and just as they appear, they disappear following a menstrual period. Therefore, you ought to inspect your breasts every month, about a week after the start of your menstrual period. This is when your breasts are the least swollen and the easiest to examine. Once a woman reaches menopause, or after menstrual periods stop for whatever reason, she should choose a day of the month that is convenient and easy to remember. But the key thing is to be sure to check yourself on the same day every month.

Q.

WASHINGTON

Our family dentist referred my husband to a specialist who says he has to have "scaling" done. Just what does this involve?

A.

A specialist does the "scaling"—a periodontist. His area of interest is the gum tissue and the bone surrounding the teeth. A person's mouth must be thoroughly cleaned each day. If it is not, the debris remaining on the teeth becomes invaded by bacteria which, after about 24 hours, become

organized into something called plaque. Plaque is the dangerous agent that causes cavities and gum disease. It is easily removed by brushing and flossing. If it is not removed, after another day or so it calcifies and becomes calculus, sometimes known as tarter. Each day's accumulation builds up, until the amount present, with its accompanying plaque, can seriously affect the gum tissue and bone. Most people have the calculus in their mouth removed on a regular basis—every six months or so. This can be done by a hygienist or a dentist who practices general dentistry. If not done soon enough, the initial response is for the gum tissue to become irritated, a condition called gingivitis. This is completely reversible. Cleaning will restore the mouth to its former health. If left untreated, though, the gingivitis progresses to a condition called periodontitis, where the bone becomes diseased, as well as the gum. This can lead to loss of teeth. Periodontitis requires treatment by a specialist. Surgery may be required to remove damaged tissue and prepare the mouth so that the patient can keep it clean. At this stage, the condition is not reversible. The periodontist can restore the mouth to health, but the tissue lost to disease is permanent. Most adults suffer from this disease in some degree. It is much more common in adults than is dental cavities. An early sign of gum disease is bleeding gums. If your gums bleed, have them checked soon, and avoid this disease and the high cost of having it treated by a specialist.

Q.

WASHINGTON

I have an abundance of annual leave and home leave. Next summer, I'm supposed to have my gall bladder removed before I am reassigned. Do I have to use sick leave when I'm in the hospital and convalescing, or could I use a combination of home leave and annual leave for the month or so after surgery?

A.

At your written request, your absence because of sickness or injury may be charged against annual leave rather than sick leave. Your request must be made within two workdays after return to duty from an illness, and may not thereafter be changed. Under no circumstances may annual leave be substituted for periods previously recorded as sick leave. As to your question concerning home leave, there are a number of factors which would have to be considered, among them the assignment process, rules governing deferred home leave (applicable to a Washington assignment from overseas), the prospect of returning overseas, etc. For this reason, I suggest that you forward your case to the Department's Office of Employee Relations, in Room 1822, for an individual interpretation. □

Dr. Korcak's health hints

Arthritis—our No. 1 crippling disease

Often called "everybody's disease," arthritis affects every one of us in some way, directly or indirectly, physically or economically. Over 30 million Americans have one or more of the many forms of arthritis. Arthritis is not limited to any age or sex. The disease often strikes between the ages of 20 and 45, the most productive years of a person's life, and afflicts twice as many women as men. Even children are victims of thiscrippler—some 250,000 of them are sufferers of the form known as juvenile rheumatoid arthritis.

The economic impact is just as staggering. The financial burden for those who need medical care, in terms of cost to themselves, to their families, to commerce and industry and to the national economy, exceeds \$13 billion annually.

Despite the fact that we are all affected, most people have only hazy and often incorrect ideas of what arthritis is all about. The result is that they become

crippled unnecessarily, and stay crippled unnecessarily.

Arthritis warning signs:

- Persistent pain and stiffness on arising.
- Pain, tenderness or swelling in one or more joints.
- Recurrence of these symptoms, especially when they involve more than one joint.
- Recurrent or persistent pain and stiffness in the neck, lower back, knees and other joints.

What you should do

Should you ever experience these symptoms, see a qualified physician. □

Alcohol Awareness Program

Alcohol seen as teenage disease

The following article is reprinted with the permission of Ambassador College, Pasadena, Calif. It addresses the problem of teenage drinking.

Many parents are giving a sigh of relief. After a decade of turning on with all kinds of illegal, bizarre and strange drugs, teenagers are turning back to the familiar, tried-and-true alcohol.

From frying pan into the fire

They have no reason whatsoever to rejoice. For one thing, teenagers aren't turning to alcohol *instead* of other drugs, but *in addition to them*. Marijuana experimentation and use is still increasing among young people, and smoking tobacco—another drug disguised as a mere social amenity—is also on the rebound. The only significant decline in illicit drugs involves the use of the hard drugs—heroin, speed, etc.

But alcohol itself is one of the hardest drugs of all. Familiarity with it in our society has bred complacency and ignorance of its many health hazards. That is why Dr. Morris Chafetz, director of the National Institute of Alcohol Abuse and Alcoholism in the United

States, warns: "Parents learn their children are not using the so-called 'other' drugs, but the drug alcohol, are relieved. And while we are not getting into a competitive battle with other drugs, but a comparative one, parents are being relieved into a serious situation. Since no drug comes close in any measurement to the human and social destruction of alcohol problems, these parents are being relaxed into a situation that is like jumping from the frying pan into the fire."

Hitting the bottle harder

Juvenile tipplers are nothing new, of course. But today's youngsters are starting to drink at an earlier age and are hitting the bottle harder than those in their parents' generation.

There are an estimated 500,000 juvenile alcoholics and problem drinkers in the United States. Tens of thousands of them are less than 12 years old! About 5% of all high school students get drunk at least once a week and are, therefore, certified problem drinkers. Another 23% get drunk an average of four times a year and are in danger of becoming problem drinkers.

One of the hazards of teenage drinking is that a lot of it is done while cruising around in a car. Cars have become favorite "watering holes" for boozing it up. But drinking and driving don't mix—60% of traffic deaths among youth involve alcohol.

Drinking and other drugs don't mix either. Taking alcohol and uppers, downers, or opiates can result in a synergistic syndrome—the combination of drugs results in an effect far greater than the effects of the drugs taken on separate occasions. Thus, one small dose of antihistamine chased down by one small dose of alcohol will have not two—but perhaps 20 times—the effect of a single drink. And alcohol mixed with barbiturates or other "downers" can be fatal.

Perhaps one reason parents aren't as alarmed about their children's abuse of alcohol is that its toll on their health is not as quick or dramatic as it is with other drugs. It's hard to find serious

medical symptoms of alcohol abuse in young people because it takes a long time for the symptoms to develop. A youngster who starts to drink heavily at 13 may not develop cirrhosis of the liver until 10 or 20 years later. But what alcohol lacks in speed, it makes up in thoroughness and permanency. Once the damage to health is done—it's irreversible.

If you suspect your son or daughter has a drinking problem, level with them. Be sure of your facts. Punishing, bribing or preaching seldom helps and often makes matters worse.

If you can't communicate with your teenager—well, that's part of his drinking problem, too. Suggest he speak to someone he might respect or listen to—a family doctor, clergyman or school counselor.

Take a look at your own lifestyle and drinking habits. One of the strongest influences on a teenager's drinking habits

is the example set by his parents. Statistically, alcoholism does tend to run in families; most teens with drinking problems come from families with drinking problems.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C. (telephone (202) 632-1843 or 632-8804). Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

NIAMEY, Niger—Dr. Emil Von Arx III cuts ribbon to open acute care holding facility. Ambassador James K. Bishop is on left, and Dr. Phillip Pierce and nurse Lesley Mortimer are on right.



Post of the Month: Rabat

RABAT, on the northwest coast of Morocco, in North Africa, is not your run-of-the-mine Foreign Service post, as these photographs prove. This is the latest in *STATES* series on U.S. missions overseas, and the people serving there. Posts that wish to be included are invited to query the editor. (*Rabat* photos by ICA's Mohamed Hamouchi.)

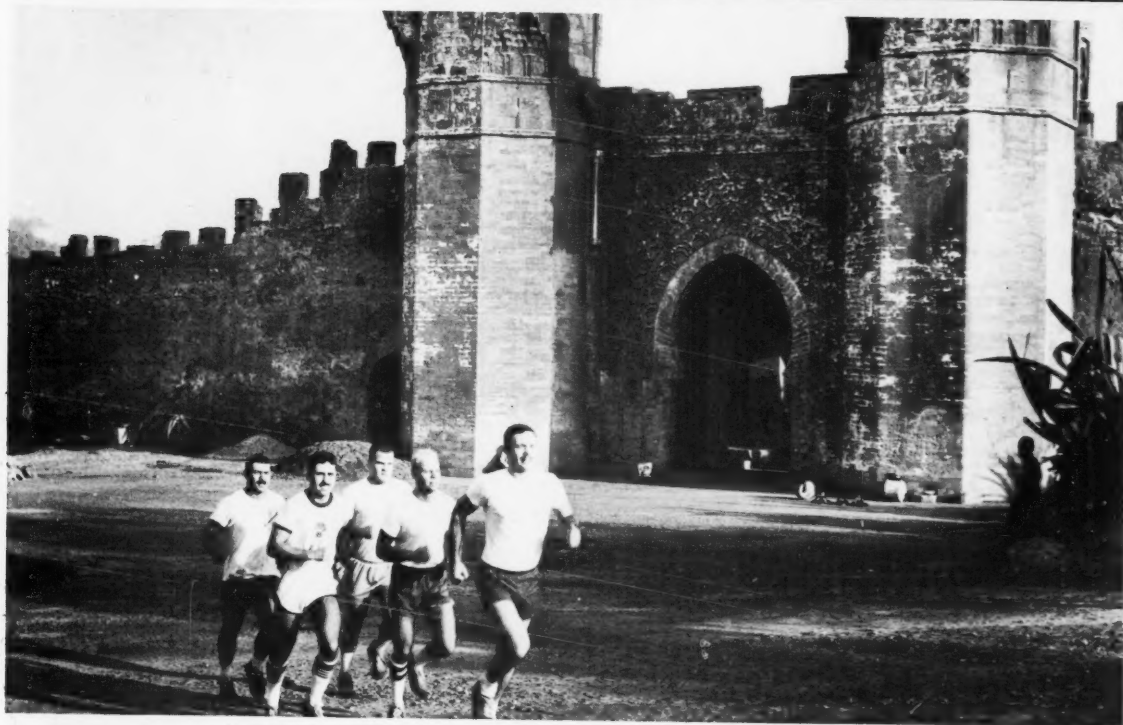
Patricia Garon, of the embassy liaison office, at an outdoor jewelry market.



Moroccans are friendly people, as personnel officer *Mike Royle* learns. He seeks information outside the Mohammed V mausoleum.

Three elderly Moroccans on their way to the mosque.





الدخول الى 1980 AUX ETATS-UNIS



Marine security guards, led by noncommissioned officer-in-charge **David L. Henry**, on their morning run past the 14th-century "Chellah" fortification. From left: **Carmine DeLucia**, **Dave Bowling**, **Blake Smith**, **Richard Monico**.

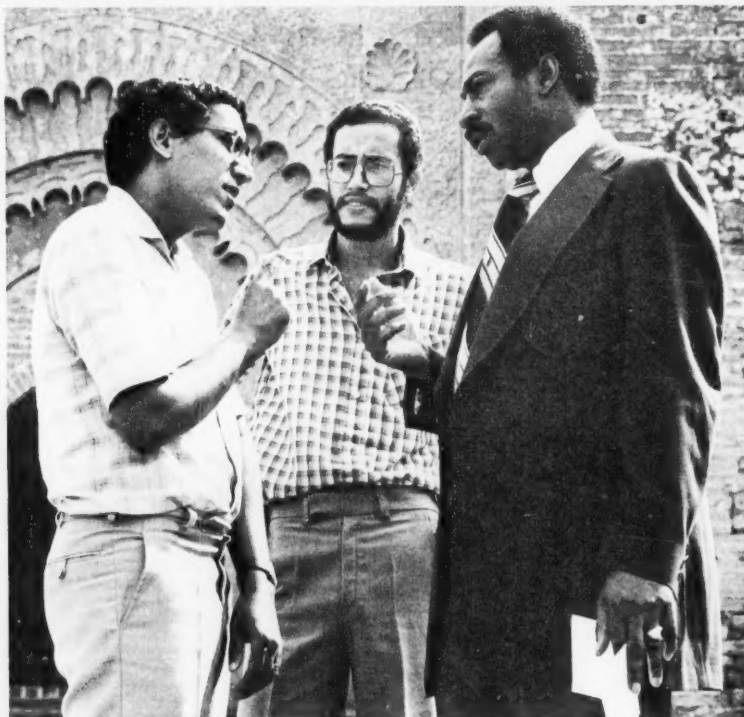
Ambassador **Angier Biddle Duke**, with eyeglasses, prepares for a television appearance. From left are political counselors **Robert Holliday** and **Richard McKee**, and **James Bullock**, ICA.



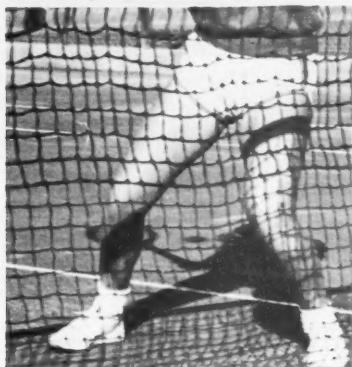
Public affairs officer *Leslie Lisle* directs "The Lost Chord," a singing group of British and Americans, in a program of madrigals. Embassy singers include, in front row: *Bronwyn Hogan*, third from left, *Carolyn Walls*, eighth from left and, to her left, *Jim Landa*. Back row: *Carlene Craytor* and *Martha Lisle* are fourth and fifth from left; *Mary Brown* and *Mike Cutter*, are seventh and eighth from left.



Communicator *Luis Diaz-Rodriguez* takes a stroll across the ruins of the great mosque built by Sultan Yacoub El Mansur, in the 12th century. Only its minaret—the Tour Hassan, in the background—remains intact.



Assistant cultural affairs officer *Herman Henning*, right, with students on campus of Mohammed V University.



Bronwyn Hogan, daughter of James Hogan, ICA.



Don Walls and his wife, Carolyn, in a theatrical group production of Neil Simon's "The Last of the Red Hot Lovers."

The American embassy overlooks the Bou Regreg River that separates Rabat from the old Roman port of Salé.



POST OF THE MONTH: RABAT



Deanna Haynes, wife of Major Armand Haynes of the Army's Foreign Area Officer Training Program, demonstrates some of her own training. In center is Marine security guard Dave Bowling.



General services officer Virginia Graham checks incoming mail.



Marcella Barnhart, secretary to the ambassador. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Mar.	Apr.	May	Length of course
Administrative training				
Administrative CORE	9	6,27	25	3 weeks
General Services Operations	9,30	27	18	3 weeks
Personnel Laboratory	9,30	27	18	2 weeks
Budget and Financial Management	9,30	27	18	6 weeks
Coping with Violence Abroad (formerly Seminar on Terrorism)	23	20	4,11 18	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Advanced Consular Course	23	—	—	4 weeks
Consular Employees Professional Seminar	9	—	11	2 weeks
Equal employment opportunity				
Executive EEO Seminar	31	28	—	1 day
Executive development				
Executive Performance Seminar	8	26	—	5 days
Supervisory Studies Seminar	—	12	—	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	6	—	2 weeks
Techniques of Negotiations	—	—	11	8 days
Executive-Congressional Relations	—	27	—	1 week
Working with the Press	2	—	—	4 days
Analytic Reporting Skills	—	20	—	2 weeks
Science and Foreign Affairs	—	13	—	1 week
Orientation				
Foreign Service Secretarial Orientation	—	6	—	5 days
Departmental Clerical Orientation	9	13	11	5 days
Departmental Officer Orientation	17	—	12	2 days
Foreign Service Orientation	16	—	11	1 week
Foreign Service officer orientation	4	29	—	6½ weeks
Secretarial skills				
Basic Office Skills	16	—	—	8 days
Management Skills for Secretaries	—	20	—	2½ days
Clerical training				
Beginning Stenography	—	—	5	9 weeks
Intermediate Stenography	—	—	5	9 weeks
Advanced Stenography	—	—	4	10 weeks
Beginning Typewriting and Keyboarding	—	—	5	9 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			4 hours
Communication skills				
Speech and Oral Communications	—	7	—	10 weeks
Elementary English Skills	—	—	12	6 weeks
English and Communications Skills	—	—	19	10 weeks
Reading and Development Skills II	—	13	—	4 weeks
Basic Writing Skills	2	—	11	5 weeks
Courses for managers				
Reading Development I	—	13	—	4 weeks
Effective Writing in International Affairs	—	—	4	6 days
Effective Oral Communication for Managers	—	—	12	4 days
Effective Writing for Managers	—	6	—	4 weeks

—(Continued on next page)

Administrative courses are restructured

The School of Professional Studies of the Foreign Service Institute has announced a new series of administrative training courses to strengthen or replace those previously offered. These new courses were said to have been designed to meet the changing needs and interests of the Foreign Service and of administrative personnel, by providing a progression of training for the specialist as well as equipping the administrative generalist to perform in today's overseas work environment.

The central point of administrative training will be a new three-week course, designated "Administrative CORE," which replaces the administrative operations course. The CORE course will be a prerequisite for employees desiring to take additional training in the administrative specialty areas—budget and financial management, general services or personnel. In addition, it will serve as a "stand-alone" introduction to overseas administration for communications program officers, regional security officers, administrative assistants and others who might have general administrative functions as a part of their assignment. The course is intended to enable personnel to obtain an understanding of Foreign Service administration and its relation to administrative work in the Department. It will also serve to illustrate and explain the interrelationships of the various elements of the administrative function.

While certain segments have been developed especially for the CORE course, other components have been drawn from the recently-developed budget, general services and personnel courses. The latter components are generally applicable to all areas of administration. Thus, the CORE course will be a prerequisite for specialty training in the three other areas.

The CORE course consists of self-instructional modules, lectures, in-box exercises, case studies and simulations. Developed on the same concept as

"ConGen Rosslyn," the course is meant to simulate on-the-job experience at post, and is designed to reduce the number of surprises one may expect to encounter in administrative work. The course introduces progressively deeper integration of the various elements of administrative training and concludes with simulation of a fully operating administrative section. Participation in the course should produce more effective administrative personnel performance and more efficient use of human and financial resources at post.

Development of the course has resulted in adjustments to the length of the specialty courses. For example, the training for general services will now total six weeks (three weeks CORE plus three weeks general services); for personnel training, five weeks (three weeks CORE plus two weeks personnel laboratory); and for budget, nine weeks (three weeks CORE plus six weeks budget and financial management training).

Courses are offered with increased frequency in order to respond to increased demand, permit greater flexibility in scheduling training, and a more rapid progression from one course to another. Accordingly, the institute has rescheduled courses and established acceptance priorities and class-size limits effective January 1981.

The new course schedule, priorities used in determining acceptance of participants in the courses, and minimum and maximum number of students for each course are listed below.

Area studies and language training

—(Continued from preceding page)

Program	Mar.	Apr.	May	Length of course
Overseas briefing center				
Workshop for Foreign Service Families	16	—	4	2 weeks
Career Counseling	31	—	—	4 days
Going Overseas	7,18	4,22	2,20	1 day
Community Skills	—	6	—	4 days
Re-entry	30	—	—	1 day
English Teaching Seminar	—	—	18	1 week
Area studies				
Africa, Sub-Sahara	—	20	—	2 weeks
Western Europe	—	20	—	2 weeks
People's Republic of China	23	—	—	2 weeks
East Asia	—	—	18	2 weeks
Eastern Europe and USSR	23	—	18	2 weeks
Latin America	—	20	—	2 weeks
Near East and North Africa	—	20	—	2 weeks
South Asia	—	20	—	2 weeks
Southeast Asia	—	20	18	2 weeks
Language and advanced area courses				
French	9	6	4	20 weeks
German	—	6	—	20 weeks
Italian	—	6	—	20 weeks
Portuguese	—	6	—	20 weeks
Spanish	9	6	4	20 weeks
Familiarization and short-term (fast) courses				
Chinese	—	—	11	6 weeks
French (Metrop.)	16	27	—	10 weeks ¹
French (Sub-Sah.)	16	27	—	10 weeks ¹
German	—	27	—	10 weeks
Italian	—	27	—	10 weeks
Japanese	—	27	—	6 weeks
Polish	9	—	—	6 weeks
Portuguese (L.A.)	—	27	—	10 weeks
Portuguese (Eur.)	—	27	—	10 weeks
Russian	—	—	25	6 weeks
Spanish (L.A.)	16	27	—	10 weeks ¹
Spanish (Eur.)	16	27	—	10 weeks ¹
Thai	—	27	—	6 weeks
Turkish	9	—	—	6 weeks

¹—Week of April 20 has no scheduled classes for short courses in French and Spanish. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. □

Class sizes	Admin. CORE	Minimum	Maximum
	B&FM	4	24
	GSO	3	4
	PER	4	8
		4	6

(A-112)

Admin. CORE (3 weeks)

Jan. 5-23
Jan. 26-Feb. 13
Feb. 16-March 6
March 9-27
April 6-24
April 27-May 15
May 25-June 12
June 15-July 3
July 6-24
July 27-Aug. 14

(A-117)

GSO (3 weeks)

Jan. 26-Feb. 13
Feb. 16-March 6
March 9-27
March 30-April 17
April 27-May 15
May 18-June 5
June 15-July 3
July 6-24
July 27-Aug. 14
Aug. 17-Sept. 4

(A-118)

PER (2 weeks)

Jan. 26-Feb. 6
Feb. 16-27
March 9-20
March 30-April 10
April 27-May 8
May 18-29
June 15-26
July 6-17
July 27-Aug. 7
Aug. 17-28

(A-119)

B&FM (6 weeks)

Jan. 26-March 6
Feb. 16-March 27
March 9-April 17
March 30-May 8
April 27-June 5
May 18-June 26
June 15-July 24
July 6-Aug. 14
July 27-Sept. 4
Aug. 17-Sept. 25 □

Multilateral diplomacy

A five-day seminar on multilateral diplomacy, to explore how multilateral forums can be used to pursue and promote U.S. foreign policy objectives and to use the tools of American power, will be held February 23-27, from 9 a.m. to 5 p.m., at the Foreign Service Institute. The seminar will feature exercises and feedback from experienced conference practitioners—from the Government, the United Nations, international organizations and private groups. The deadline for applications is February 13. □

Singles, families going overseas are offered briefings

The Overseas Briefing Center of the Foreign Service Institute is continuing to offer Wednesday evening and Saturday workshops, starting February 18. The evening series of workshops are designed to address the concerns of single people and couples preparing for assignments abroad. They deal with a number of issues from a personal perspective, including: disengagement from one's own community at home as a preliminary to adjustment abroad; maintaining contact with friends and relatives; leaving loved ones; developing realistic expectations; monitoring one's own needs as a step toward stress management; increasing communication skills; and developing an individual plan of action for settling into a new com-

munity as members of the Foreign Service of the United States.

The workshops are meant for people moving abroad for the first time, as well as for those experienced in cross-cultural living. There will be opportunities to share ideas on such topics as welcoming procedures at post, encouraging integration, and making use of existing support systems or creating new ones. The workshops are from 6:00 p.m. to 9:30 p.m. Subsequent sessions will be held on March 18, April 22, May 20, June 17 and July 29.

The Saturday workshops, from 10 a.m. to 3 p.m., started February 7. They are designed primarily for families with children, though singles and couples can profit from the material presented and are encouraged to attend if they cannot come on a Wednesday evening.

The Saturday workshop is a unique opportunity for families to work

together to develop realistic expectations, cope with interrupted activities and relationships, deal with stress, sharpen communication, design a personal plan of action for settling in, and share their concerns with others preparing for their own assignments.

Dates of subsequent sessions are February 7, March 7, April 4, May 2, June 6 and July 11.

There is no tuition for any of these workshops. Employees and/or family members who wish to attend should telephone the Overseas Briefing Center at 235-8784 to arrange for a Form DS755 to register enrollment. ■

SAN JOSE, Costa Rica—Participants in the Foreign Affairs Recreation Association's worldwide golf tourney receive hats and certificates from Ambassador Francis McNeil. From left: Marilyn McAfee, Jerry Michael, Frank Brown, Chayo Chavez, Robert Chavez, Mr. McNeil.



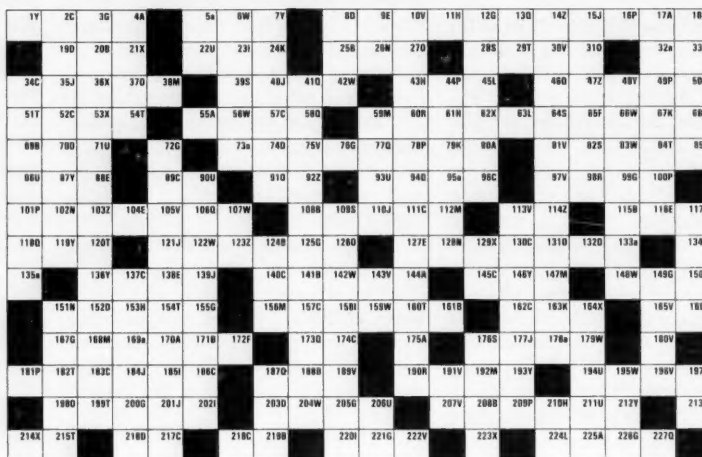
Diplo-Crostic No. 8

BY CAROL BECKER

Department of State Library

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 7" appeared in the December issue; the solution was in the January STATE.)



DEFINITIONS

WORDS

- A. Group of islands bisected by International Date Line
144 175 80 55 17 170 225 4
- B. A dental specialist
219 20 124 188 171 115 141 208 108 69
161 25
- C. The first geographic possession of the U.S.
186 2 57 218 137 140 217 34 89 130
157 183 111 52 145 174 162 96
- D. Nutmeg and clove originated in the Islands
216 74 203 152 8 132 19
- E. Append; attach
116 88 127 9 136 104
- F. Characterizing a cyclical type of sleep
117 85 172
- G. It serves travellers to the largest island of all
76 72 205 68 149 167 225 99 12 125
200 155 221 3
- H. One of the Alutians
210 153 61 43 11
- I. It might be found on Words H or K
158 220 202 23 185
- J. Independent island republic
184 177 150 15 40 110 201 121 35 139
- K. Neighbor of Word H
67 79 24 163
- L. Frost
85 63 224 45
- M. Island east of Borneo
59 112 182 147 156 168 38
- N. 89,000 sq. mi. Asian island
151 102 50 18 26 128

DEFINITIONS

WORDS

- D. Memorably photographed by Ansel Adams
31 70 198 126 91 131 37 27
- P. "An _____ is never exactly truthful. It is either a half truth or a truth and a half." (Karl Kraus)
49 181 16 209 44 78 100 101
- Q. Island visited by the Vikings ca. 1000 A.D.
106 58 187 213 13 77 94 173 227 41
118 46
- R. Arab sailing vessel
197 98 80 190
- S. "It is common sense to take a _____ and try it." (FDR, 1932)
176 82 39 109 28 64
- T. Ornamental molding
182 160 54 84 29 120 51 154 215 199
- U. 35 sq. mi. island with population of 5 million
194 93 71 206 86 90 22 211
- V. Adultery, for example
191 30 196 105 10 165 222 81 207 143
180 97 113 189 33 75
- W. 24 hrs. from this evening
179 204 83 195 66 142 56 148 159 122
107 6 42
- X. Island discovered by Portuguese in 1501
223 82 36 21 164 129 134 214 53
- Y. Town in Conn. or Ga. or West Va.
1 7 136 146 193 87 212 119 48
- Z. Island 2200 miles west of Chile
47 14 114 123 92 103
- a. Novel published in U.S. in 1871
95 32 5 166 169 133 73 178 135

American Diplomacy 1781

Sellout in disguise

BY JAN K. HERMAN

FEBRUARY 1781

REBEL victory over Tarleton's Legion at the Cowpens last month is but a brief respite for General Greene's army. Even as the last British prisoners march north to prison, the Continentals prepare to move. Lord Cornwallis is bivouacked just a few miles away with his main force. Rage and humiliation follow news of his subordinate's defeat. He orders his men to burn the baggage wagons and discard excess equipment. His Lordship is determined to catch Greene's army in an open field where the redcoats can make short work of it.

The wily Rhode Islander refuses to cooperate. He retreats north across North Carolina, Cornwallis in hot pursuit. With each mile and river ford, the British leave their supply bases further behind. Every so often Greene doubles back; his cavalry, led by the Marylander, Otho Williams, and the dashing Virginian, Light Horse Harry Lee, strike at Cornwallis' exposed flanks. By month's end, it is a thoroughly frustrated British commander who is being chased.

What Greene accomplishes is a great morale booster but, even though Cornwallis is being badly cut up and outsoldiered, the February war map is hardly encouraging. Little ground has changed hands. Overall, the British still occupy Charleston and Savannah, most of South Carolina, and all of Georgia. They hold New York City and its environs, and most of Maine. In the northwest, King George's troops garrison outposts in the territory contiguous to the Great Lakes. Only in West Florida and the lower Mississippi Valley is Britain really threatened by a European power—in this case Spain, not France.

The significance of all this is not lost on the French foreign minister. After six years of war and countless millions from the king's depleted treasury, Vergennes is beginning to view the American war as a bottomless

pit. And the pleas never seem to cease. On the 13th, Franklin dispatches another pathetic appeal in which he emphasizes the plight of American arms. He encloses a paragraph of a recent letter from General Washington: "I doubt not that you are so fully informed by Congress of our political and military state, that it would be superfluous to trouble you with any relative to either. If I were to speak on topics of the kind, it would be to show that our present situation makes one of two things essential to us; a peace or the most vigorous aid of our allies, particularly in the article of *money*."

Money is the last word Vergennes wishes to hear. On the 14th, he dashes off a note to his minister in Philadelphia instructing Luzerne to tell Congress that pleas for more money must cease. "Congress rely too much on France for subsidies to maintain their army. They must absolutely refrain from such exorbitant demands. The great expenses of the war render it impossible for France to meet these demands if persisted in. You must speak in a peremptory manner on this subject; and, to give more weight, you must observe that the last campaign has cost us more than one hundred and fifty millions extraordinary, and what we are now

about to furnish will surpass that sum."

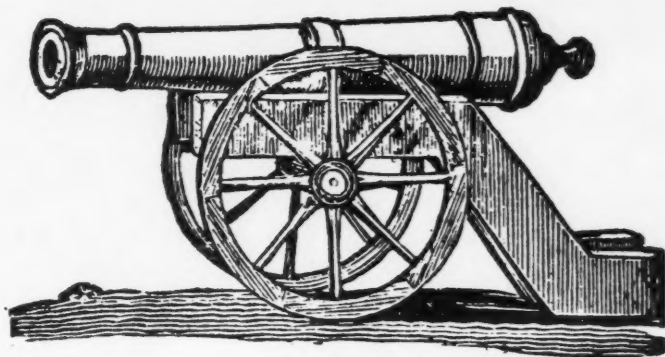
Money is not the only thing troubling Vergennes. Spain continues to negotiate secretly with Britain for a separate peace, weakening an already faltering alliance. Moreover, it is becoming more likely that France may, in fact, be powerless to deter final British victory. The foreign minister concludes that the time has come to

(One of a series)

cash in the chips and make the best of a bad gamble. How, then, to end the war gracefully?

What Vergennes secretly proposes to the King's Council is a disguised sellout of the United States. France will arrange for Russia and Austria to propose a truce in America with both belligerents holding the territory they now possess. In short, a good deal for Britain, a bad one for the rebels. As America's ally, France, with only the greatest reluctance, would try to convince Congress to go along. ".... Only the mediators, bound by no such ties, could make a proposition so painful to the United States."

For the honor of France and to assuage his own guilt, Vergennes will do what he can to ease the hurt. ■



Honors and Awards



MONROVIA, Liberia—At awards ceremony are, from left: communicators *Kenneth W. Mack*, *Kenneth J. Lampkins*, *Rebecca D. Davis*; *Jane Jazynka*, ambassador's secretary; Ambassador *Robert P. Smith*; *Barbara Tobias*, consular officer; *Julius W. Walker Jr.*, deputy chief of mission; *Charles H. Vorce*, building and maintenance officer.

LIBREVILLE, Gabon—Ambassador *Arthur T. Tienken*, right, presents Meritorious Honor Award to economic officer *Ronald W. Mortensen*. In the background is general services officer *Bob Salazar*.





FOREIGN SERVICE GRIEVANCE BOARD—Chairman *Richard I. Block*, left, presents Superior Honor Award to executive secretary *Pratt Byrd*.



TUNIS—Ambassador *Stephen Bosworth*, left, presents Meritorious Honor Award, for political reporting, to political counselor *Lewis Murray*.

HONORS AND AWARDS



OTTAWA, Canada—At meritorious service increase presentation, from left: *Raymond Silva*; *Allen Friedbauer*; Ambassador *Kenneth M. Curtis*; *William Wuensch*.



DAR ES SALAAM, Tanzania—Ambassador *Richard N. Viets* presents Meritorious Honor Award to general services officer *Lewis R. Atherton*.



CANBERRA, Australia—Communications clerk *Tom Steele* receives Meritorious Honor Award from Ambassador *Philip H. Alston Jr.* ■

Personnel: Civil Service

Promotions

GS-15

Frances Ann Armstrong and **Peter Murray Olson**, Office of Legal Adviser; **Jack William Blanchard**, Oceans and International Environmental and Scientific Affairs, Office of Environment and Health.

GS-14

Joan H. Downs and **Jeffrey R. Siegel**, Intelligence and Research; **Mary Elizabeth McLeod**, Office of Legal Adviser for Oceans and International Environmental and Scientific Affairs.

GS-13

Robert J. Day Jr., Office of Operations, Supply and Transportation Division; **Dennis James Gallagher**, Office of Legal Adviser, Management; **Robert W. Smith**, Intelligence and Research.

GG-13

Louise L. Cox, International Joint Commission; **Hartley G. Dwyer**, International Boundary Commission.

GS-12

Barry J. Alkin, Office of Communications.

GS-11

Janice E. Burke, Bureau of Personnel, Civil

Service; **Marguerite R. Coffey**, **Karen A. McGrath**, **Jeanne J. Ronchetti**, **Linda S. Shenwick** and **David O. Wilson**, Bureau of Administration; **Lester L. Oates**, Consular Affairs; **Gary S. Roach**, Passport Office; **John Joseph Stever**, Office of Operations, Supply and Transportation Division.

GG-11

Minati Basu Roy, Foreign Service Institute.

GS-10

Mary E. Grier, Consular Affairs.

GS-9

Patrick A. Charge, Visa Office; **Harriet Ann Cronin**, Bureau of Administration; **Elaine Jo Dauer** and **Janet Margaret Tanguay**, Information Systems Office; **Dianne H. Graham** and **Kathleen A. Stemplinski**, International Organization Affairs; **Charlotte M. Hudlow**, International Narcotics Matters; **Cleste T. Lewis**, Passport Office; **Thomas A. Palcic**, Kampuchean Working Group; **S.A. Sarnowski**, Consular Affairs, Overseas Citizens Services.

GG-9

Sudharshan K. Goel, Foreign Service Institute.

GS-8

Evelyn Frades, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards; **Delilah**

S. Lilly, Office of Chief of Protocol; **Dorothy Panick**, Office of Operations, Supply and Transportation Division; **Lynda Maria Walker**, Near Eastern and South Asian Affairs.

GS-7

Paul E. Boudreau, Office of Operations, Foreign Affairs Information Management; **Carolyn O. Brooks**, Politico-Military Affairs; **Kathleen M. Fitzpatrick** and **Patricia A. Jackson**, Intelligence and Research; **Kathryn Getz**, Inter-American Affairs; **David R. Heyman**, Passport Office, San Francisco; **David J. Kaffenberger**, Bureau of Personnel; **Samuel D. Love**, **Alan W. McCurry**, **Brenda T. Newbitt** and **Rita Lynn**, Communications Center; **Warren J. Lunsford**, Office of Comptroller, Finance Office; **Charles W. Oppenheim**, Visa Office; **Jessie I. Orr**, Foreign Buildings Office; **Deloris M. Slaughter**, African Affairs; **Vera L. Smith**, Bureau of Public Affairs; **Hyla E. Watson**, Passport Office, Houston; **Patti M. Wiles**, Economic and Business Affairs; **Vernetta M. Young**, Office of the Secretary, Policy Planning Staff.

GG-7

Mary Alane Ambrose and **Janice Lee Miller**, U.S. Mission to UN.

GS-6

Bret D. Bellamy, **Karla L. McCain** and **Marlene L. Powers**, Bureau of Public Affairs; **Ann K. Garner**, European Affairs; **Hiram S. Jones**, Office of Comptroller, Finance Office; **Betty**



PERSONNEL: CIVIL SERVICE

Jean Mack, Intelligence and Research;
Yvonne W. Scott, Visa Office.

GG-6

Elaine C. Herdes, U.S. Mission to UN.

GS-5

Stephen T. Farrell, Pouch and Courier Operations Division; **Clarence Hardmon**, Medical Services; **Joan A. Johnson**, Passport Office, Records Branch; **Mary L. Jones**,

Bureau of Public Affairs, Public Programs Division; **Deborah E. Krucelyak**, Economic and Business Affairs; **James A. Marek**, Office of Security, Technical Services Division; **Cornelius Pitts Jr.**, Office of Operations, Supply and Transportation Division.

GS-4

Steven J. Chansky and **Adrienne Denise Childes**, Medical Services; **Cheryl R. Herbert**, Bureau of Public Affairs; **Joyce Eileen**

Manning, Economic and Business Affairs; **Regina C. McBrayer**, Office of Operations, Foreign Affairs Information Management; **Patricia L. Padgett** and **Gladys E. Williams**, Office of Comptroller; **Mary Ann Parker**, Pouch and Courier Operations Division; **Brenda L. Redman**, Office of Refugee Programs.

GS-3

Pamela S. Johnson, Passport Office, Detroit.

Blachly's February quiz: Composers

BY FRED BLACHLY

(Answers on Page 69)

Try to think of life without music. Weddings or funerals, presidential inaugurations or diplomatic receptions, movies or football games—all are enhanced when music is an integral part of the action. Mendelssohn and Wagner for weddings; Chopin or Beethoven for funerals; Sousa for parades of all kinds; Strauss for waltzes and "show tunes" for background music at parties; Tchaikovsky and Mahler for films; Barnee Breeskin for "Hail to the Redskins." These musicians have added to our awareness of events and to our enjoyment of life.

Listed below are clues to the identities of 15 composers. How many can you identify?

1. His contemporaries thought he was old-fashioned. His three composer sons thought he was an old fuddy-duddy. But other musicians as different as Beethoven, Chopin, Wagner and Debussy agree that he was the greatest composer.

2. His choral music has probably been sung more often than that of any other single composer. One of his most famous melodies is now considered a "traditional" Christmas carol.

3. He practically invented the string quartet and the modern symphony. He lived a long time and was called "Papa" by other musicians as a term of affection.

4. One of the greatest musical geniuses of all time, he was a child prodigy on the piano. He became one of the most brilliant of opera composers—and he wrote many other compositions for piano, string quartet and symphony orchestra. He died young and was buried in a pauper's grave.

5. He arrived in Vienna as one of the great virtuosos on the piano. Within 10 years he was recognized as the successor to Haydn and Mozart as a composer. Increasing, and finally total, deafness did not deter him from composing works for piano, chamber groups, and symphony orchestra against which all similar compositions have been measured ever since.

6. He was refused a scholarship at the Conservatory of Milan on the grounds that he was too old and did not have enough talent. Nonetheless he became world-famous as a composer of operas, the last two of which he wrote when he was 73 and 79. For opera buffs his name will be forever green.

7. An American, he was the first professor of music at Columbia University. His initial piano concerto was praised by Liszt. When he died at the age of 46, admirers endowed a "colony" in New Hampshire where composers can find peace and quiet for their work.

8. What composer's music was used as background in the motion

picture "The Sting?"

9. One of the world's most successful composers of popular songs and musical comedies, he wrote more than 2,000 songs, the royalties to one of which he turned over to the Boy and Girl Scouts.

10. What composer, now in his 90s, has had a musical written about his life?

11. American jazz pianist and composer, he wrote the score of the first musical to win a Pulitzer prize. His folk opera about American Negro life enjoys worldwide fame, with the song "Summertime" an all-time favorite.

12. Born one generation after Victor Herbert and one generation before Richard Rodgers, he was the bridge between the old "Viennese" style of operetta and the new "American" style of musicals. In 1927 he wrote a musical based on a book by Edna Ferber. Today, more than 50 years later, five songs from this one show have become "standards." One song has lyrics by P.G. Wodehouse.

13. "Sophisticated Ladies" is a new musical based on the works of which famous American composer?

14. He died an alcoholic and a pauper in Bellevue Hospital in New York in 1864. But his songs live on. In words and music, they are so simple that many people think of them as folk music. Who has not heard of "My Old Kentucky Home" or "Jennie with the Light Brown Hair"?

15. Called the "dean of American composers," his "Appalachian Spring" and "Rodeo" are perennial favorites of concertgoers.

New appointments

Ahnemann, Albert, Office of Operations, Supply and Transportation Division
Baker, Ricky, Office of Comptroller, Finance Office
Barnes, Judson James, Intelligence and Research
Bobbitt, Lorraine, Administrative and Clerical Pool
Bojer, Ulla Lone, Foreign Service Institute
Boone, Doris M., Bureau of Administration
Brown, Tywanna, Office of Comptroller, Finance Office
Caggiano, Robert A., Office of Operations, Supply and Transportation Division, New York
Causey, Paula J., Intelligence and Research, Southeast Asia Division
Chajkowski, James J., Cuban/Haitian Task Force
Chao, Freda, Foreign Service Institute
Ching, Byron Kwock Keong, Passport Office, Honolulu
Chism, Karen Anne, Administrative and Clerical Pool
Conn, Peter David, Cuban/Haitian Task Force
Conward, Linda S., Office of Comptroller, Finance Office
De Jesus, Luis, Cuban/Haitian Task Force
Deporte, Anton W., Intelligence and Research
Dobyns Jr., Edward P., Office of Comptroller, Finance Office
Early, Michael A., Office of Comptroller, Finance Office
Exler, Randee Sue, Office of Operations, General Services Division
Ferry, Brenda, Office of Communications, Programs and Engineering Division
Fleming, Carla M., Bureau of Personnel, Foreign Service Career Development and Assignments, Junior Officers
Flood, Joan M., Office of Refugee Programs
Fox, Cindy J., Consular Affairs
Giorgio, Emanuel Charles, Office of Operations, Supply and Transportation Division, New York
Griffin, Daphne Y., Passport Office, Stamford
Gull, Edward N., Office of Comptroller
Hackney, James Virgil, Office of Legal Adviser for Economic and Business Affairs
Hajjar, June, Office of Equal Employment Opportunity
Hardy Jr., Albert, Bureau of Personnel
Harwood, Luciana, Foreign Service Institute
Hepke, Marcellin, Foreign Service Institute
Hobson, Lois M., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Hutson, Arlja Blanka, Office of Comptroller, Finance Office
Jaramillo, Mari-Luci, Inter-American Affairs
Jaramillo, Kenneth, Cuban/Haitian Task Force
Joerger, Garry W., Pouch and Courier Operations Division

Money quiz

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals.

Johnson, Sandra L., International Organization Affairs
Joyner, Clyda R., Office of Comptroller, Finance Office
Lewis, Cedric Lee, Pouch and Courier Operations Division
Li, Da-You, Foreign Service Institute
Luster, Yvette D., Office of Comptroller, Finance Office
McCurach, Daniela M., Foreign Service Institute
McPherson, Earl, Jr., Office of Comptroller, Finance Office
Mendelson, Keith Joel, Cuban/Haitian Task Force
Miles, Marquita A., Office of Comptroller, Finance Office
Miller, Annette D., Administrative and Clerical Pool
Misey, Johanna L., International Organization Affairs
Mogannam, E. Theodore, Cuban/Haitian Task Force
Nixon, Genevieve J., Foreign Service Institute
Ohta, Sharon E., Office of the Secretary
Parnham, Ann, Economic and Business Affairs, General Commercial Policy Division
Paz, Ewa Swiatopelk, Foreign Service Institute
Quinn, Colleen Marie, Medical Services
Randall, Randolph E., Pouch and Courier Operations Division
Smith, Martha P., Northern European Affairs
Szabo, Stephen E., Foreign Service Institute
Thompson, Joan E., Administrative and Clerical Pool
Toffa, Francis K., Foreign Service Institute
Tucci, Antoinette M., Foreign Service Institute
Wahl, Dolores R., Intelligence and Research

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Waska, Frances R., Near Eastern and South Asian Affairs
Wilson, Leon Anthony, Pouch and Courier Operations Division
Woods, Elizabeth Ann, Office of Legal Adviser
Young-Hill, Claudia Anne, Cuban/Haitian Task Force

Reassignments

Alley, Gary J., Foreign Service Institute to Office of Communications, Programs and Engineering Division
Andersen, Paul John, Office of Comptroller, Finance Office to Consular Affairs
Carroll, Gail S., Bureau of Administration to Office of Inspector General
Coleman, Belinda T., Passport Office to Intelligence and Research
Ferguson, Herbert D., Administrative and Clerical Pool to European Affairs
Grier, Mary E., Passport Office to Consular Affairs
Gross, Janice M., Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division
Haase, Constance L., Economic and Business Affairs to Bureau of Administration, Allowances Staff
Hickerson, Gladys, Administrative and Clerical Pool to European Affairs, Soviet Division
Howard, Patricia C., Bureau of Personnel to African Affairs
Kaminski, Michele L., Administrative and Clerical Pool to Near Eastern and South Asian Affairs
Kirby, Armenta von, Passport Office, Washington to Consular Affairs
Lewis, Sabrina M., Administrative and Clerical Pool to Office of Security
Lewis, Sheila L., Office of Comptroller, Finance Office to Medical Services
Mazur, Patricia A., Administrative and Clerical Pool to Office of Security
McCaffrey, Diana A., Bureau of Personnel to Bureau of Public Affairs
Miller, Jeffrey D., Administrative and Clerical Pool to Bureau of Personnel
Morass, Geraldine J., Passport Office, New Orleans to Visa Office
Palmer, Gwendolyn M., Passport Office to Visa Office
Pipes, Rita A., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Reel, Lauren, Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Robinson, Helen A., Passport Office to Office of Operations, Supply and Transportation Division
Slaughter, Deloris M., Central African Affairs to Visa Office
Watkins, Floyd L., Politico-Military Affairs to Near Eastern and South Asian Affairs

Williams, Belinda L., Administrative and Clerical Pool to Economic and Business Affairs

Resignations

Abularach, Ligia B., Cuban/Haitian Task Force

Ajmone-Marsan, Rosetta, Foreign Service Institute

Allen, Celeste D., Passport Office, Los Angeles

Bailey, Lisa A., East Asian and Pacific Affairs

Blake, Evi P., Intelligence and Research

Bonner III, Douglas G., Near Eastern and South Asian Affairs

Brackett, Paula K., Cuban/Haitian Task Force

Brown, Leomie C., Near Eastern and South Asian Affairs, Office of Pakistan, Afghanistan and Bangladesh Affairs

Carr, Judy F., Passport Office, New Orleans

Case, Kathleen J., Economic and Business Affairs, Office of Investment Affairs

Cassagnol, Maud Marie, Cuban/Haitian Task Force

Cesaire, Avenel John, Cuban/Haitian Task Force

Ciceron, Raynold, Cuban/Haitian Task Force

Clark, Kathleen Francis, Passport Office, Philadelphia

Collazo, Amado, Cuban/Haitian Task Force

Cossio-Pinero, Rosa, Cuban/Haitian Task Force

Crosser, Joy R., Office of Operations, Foreign Affairs Information Management

Davis, Gayla Ann, Passport Office, Houston

Davis, Jeffrey M., Office of Comptroller

Del Valle, Harry, Cuban/Haitian Task Force

Donovan, Theresa M., Office of Security, Education and Training Division

Douyon, Guy R., Cuban/Haitian Task Force

Duharte, Rafael, Cuban/Haitian Task Force

Duplan, Robert, Cuban/Haitian Task Force

Edgerty, Mary Beth, Office of Executive Director of Department

Elirz, Miguel, Cuban/Haitian Task Force

Elias, Lillian, U.S. Mission to UN

Etienne, Etchika Merry, Cuban/Haitian Task Force

Farmer, Helen H., Office of the Secretary

Florez, Ramon A., Cuban/Haitian Task Force

Foz, Armand V., Passport Office, Seattle

Fuentes, Martha, Cuban/Haitian Task Force

Garcia, Ibis Isabel, Cuban/Haitian Task Force

Garcia, Lourdes, Cuban/Haitian Task Force

Getz, Alexandra J., European Affairs

Gonzalez, David V., Cuban/Haitian Task Force

Gonzalez, Deborah A., Cuban/Haitian Task Force

Gonzalez, Lucy, Cuban/Haitian Task Force

Haugabrook, Tonya V., Office of Security, Evaluation Division

Heist, Vicki Lynn, Passport Office, Seattle

Hoplan, Herman E., Cuban/Haitian Task Force

Houser, Kathleen S., Bureau of Personnel

Huntley, Allen Patrick, Office of Operations,

Foreign Affairs Information Management

Hurwicz, Maxim Daniel, Cuban/Haitian Task Force

Jimenez, Luis, Cuban/Haitian Task Force

Johnson, Robert G., Cuban/Haitian Task Force

Laroche, Marie Judith, Cuban/Haitian Task Force

Lenahan, Emily Terrella, Cuban/Haitian Task Force

Lopez, Charles J., Cuban/Haitian Task Force

Lopez, Eddie Jesus, Cuban/Haitian Task Force

Lopez, Gracie, Cuban/Haitian Task Force

Lucas, Joy D., Office of Security, Education and Training Division

Lupo Jr., Michael C., U.S. Mission to UN

Martelly, Anne Marie, Cuban/Haitian Task Force

Martinez-Agullo, Jose L., Cuban/Haitian Task Force

Martinez, Felipe, Cuban/Haitian Task Force

Medlock, Wanda J., Passport Office, Honolulu

Moise, Reynold, Cuban/Haitian Task Force

Molina, Ray, Cuban/Haitian Task Force

Nagrodzki, Thaddeus M., Foreign Service Institute

Oelge, Saintuil, Cuban/Haitian Task Force

Otazo, Patricia D., Cuban/Haitian Task Force

Pappas, Evelyn D., Bureau of Public Affairs

Peltran, Jean J., Cuban/Haitian Task Force

Punkett, Claire, Bureau of Personnel, Civil Service

Ramos, Maria, Cuban/Haitian Task Force

Randolph, Marguerite Z., Office of the Secretary

Ranilli, Peter J., Cuban/Haitian Task Force

Ray, Patricia C., Foreign Service Institute

Refuse, Marie Y., Cuban/Haitian Task Force

Richardson, Elliot L., Office of the Secretary

Ritter, Daniel E., Passport Office, Detroit

Rodriguez, Ricardo, Cuban/Haitian Task Force

Rusinko, David Joseph, Passport Office, Los Angeles

Salvo, Giovanni, Foreign Service Institute

Sanchez, Bartolomeo D., Cuban/Haitian Task Force

Sandige, Rhonda R., Bureau of Personnel

Silas, Joanne, Passport Office, Records Branch

Smallwood, Patricia B., Pouch and Courier Operations Division

Smith, Gerard C., Office of the Secretary

Swann, Felecia W., Bureau of Personnel

Vail, Geraldine Anita, Cuban/Haitian Task Force

Vasquez, Albert, Cuban/Haitian Task Force

Velez, Feliz N., Cuban/Haitian Task Force

Vigil, Robbie Allen, Cuban/Haitian Task Force

Ward, Lucian J., Pouch and Courier Operations Division

Wilkerson, Joseph, Cuban/Haitian Task Force

Woodson, Janine Michele, Office of Comptroller, Finance Office

Wootten, Alfred Vernon, Cuban/Haitian Task

Force

Xantus, Frantz, Cuban/Haitian Task Force

Retirements

Block, Paul, U.S. Mission to UN

Flynn Jr., John J., Passport Office, Boston

Gonzalez, Charlotte K., Office of Comptroller, Finance Office

Hall, Catherine E., Intelligence and Research

Jeppson, Shirley M., Passport Office, San Francisco

White, Margaret G., Office of Comptroller, Finance Office

Wood, Dorothy E., Visa Office

Yambor, John F., Foreign Buildings Office □

Text is available

Proposed regulations have been issued on subsistence payments for extended training assignments. The text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

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Personnel: Foreign Service

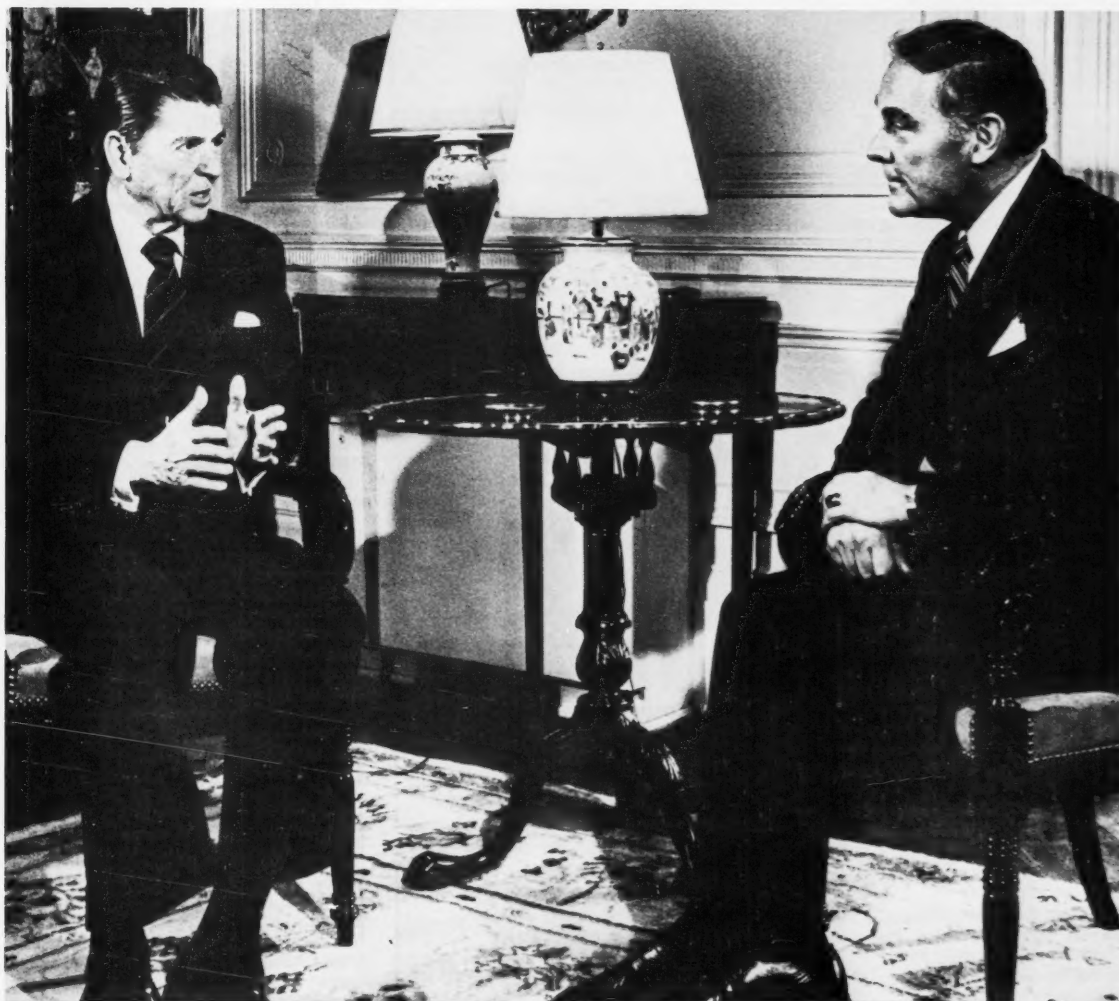
New appointments

Appleton, Richard, Junior Officer Corps
Aulds, Susan I., Junior Officer Corps
Babin, Virginia T., Tegucigalpa
Baron, Jeffrey J., Junior Officer Corps
Bean, James Warren, Junior Officer Corps
Bennett, John T., Faculty Adviser
Berghoefer, Gale E., Junior Officer Corps
Berry, Rita A., Georgetown
Buss, Nancy R., Port-au-Prince
Campbell, Martha L., Junior Officer Corps
Clift, Donna J., Managua
Cohen, Lawrence E., Junior Officer Corps

Cohen, Rita M., Georgetown
Curtiss, Richard Holden, Classification/
Declassification Center
Deardorff, Nancy L., Moscow
Dibble, Philo L., Junior Officer Corps
Edwards, Eddie, Bureau of Personnel,
Board of Examiners
Elmore, Janice, Junior Officer Corps
Feurtado, Gardel, Junior Officer Corps
Flores, Ava, La Paz
Funkhouser, Richard, Classification/Declass-

A few days before his inauguration, President-elect Reagan confers with Secretary-designate Alexander Haig at Blair House.

ification Center
Grant, William B., Department of Defense
Greenwald, Liliana M., Mexico
Harper, David Adamson, Panama
Holland, John E., Office of Security, Technical
Support Branch
Iacobbucci, Ellis G., Office of Communica-
tions, Programs and Engineering Division
IMM, Maria, Junior Officer Corps
Isaacson, Paul Wilton, Junior Officer Corps
Johnson Jr., William M., Classification/
Declassification Center
Kaddaras Jr., James C., Junior Officer Corps
Kirby, Michael, Junior Officer Corps
Lamm, Charles F., Junior Officer Corps



PERSONNEL: FOREIGN SERVICE

Lopez, Irene L., Mexico
Manhard, Phillip W., Classification/Declassification Center
Manz, Matthias, Junior Officer Corps
McHale, Austin P., Information Systems Office
McKee, Craig, Junior Officer Corps
Miller, William F., Stuttgart
Mills, John L., Panama
Mire, Lawrence J., Junior Officer Corps
Molina, Ernesto R., Junior Officer Corps
Mulloy, Henry E., Mexico
Ober, Elizabeth A., Moscow
Pabst, Thomas, Junior Officer Corps
Peterson, Hilding Adolphus, Classification/Declassification Center
Petty, Michelle W., Montreal
Reichard, Dorothy L., Mexico
Romano, Adrienne J., Mexico
Rominger, Pamela J., Port-au-Prince
Saturni, Fabio M., Junior Officer Corps
Selbold, Robert H., Junior Officer Corps
Slusarczyk, Theodore J., Junior Officer Corps
Stanford, Ann, Junior Officer Corps
Stephens, Ruth V., San Salvador
Talge, Robert O., Junior Officer Corps
Vanson, Paul, Junior Officer Corps
Walker, Lawrence, Junior Officer Corps
Watts, Robert, Junior Officer Corps
Weiss, David A., Junior Officer Corps
Wheeler, Paul Edwin, Classification/Declassification Center
Whitridge, Jacqueline L., Ottawa
Williams, Robert Eric, Junior Officer Corps
Zurhellen Jr., Joseph Owen, Classification/Declassification Center

Transfers

Abell, Nancy C., Consular Affairs to Edinburgh
Alexander, Gary Roy, Guadalajara to Office of Comptroller
Allen, Burton O., Tegucigalpa to Intelligence and Research
Andrusyszyn, Walter E., Junior Officer Corps to Stockholm
Asencio, Diego C., Bogota to Inter-American Affairs
Bailey, Bonnie J., Tel Aviv to Oslo
Baker, Pearl A., Mexico to Istanbul
Bardziak, Francis W., Tel Aviv to Moscow
Bauserman, Benny E., Monrovia to Kuala Lumpur
Bishop, Robyn M., Sydney to Kuwait
Bolling, William James, Monterrey to Buenos Aires
Booher, Sarah L., Ouagadougou to Bogota
Bowcutt, Michael Clifford, Karachi to Wellington
Bowker Jr., Donald L., Mogadishu to Athens
Bradrick, Maxine J., Mali to Foreign Service Institute
Breese, Terry Alan, Bujumbura to Republic of Singapore

Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

Busch, Cheryl D., Kinshasa to Rabat
Buttolph, Gerald A., Athens to Office of Communications
Carr, Carolyn I., Afghanistan to Near East and South Asian Affairs
Cashwell, Wayne F., Office of Communications, Programs and Engineering Division to Panama
Cecil, Joseph A., Accra to Lome
Chubb, Don Lee E., Manila to Office of Communications
Clorlieri, Lisa B., USSR to Rome
Cipriano Jr., Joseph J., Office of Security, Technical Division to Athens
Clarke, Walter S., Djibouti to Lagos
Corydon III, Jeff, Djibouti to Port Louis
Couch, Thomas M., Foreign Service Institute to Melbourne
Cox, Florine B., Kingston to Inter-American Affairs
Coyne, Patricia M., Beirut to New Delhi
Cram, Richard W., Athens to Office of Communications
Crook-Castan, Clark Harris, Ghana to

Library services

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 —Assistance in finding information (legal, statistical, historical, biographical, etc.)
 —Automated retrieval of information relating to foreign affairs
 —Daily newspapers (back issues on microfilm)

Brussels

Cross, Kumiko I., Foreign Service Institute to La Paz
Crowe, James M., Office of Security, Washington Field Office to Kabul
D'Hont, Diana K., Brussels to Sao Paulo
Dadam, Mary, Paris to Cairo
Dale Jr., Chester H., Thailand to Abidjan
Davis, Guy J., France to Kinshasa
Day, John G., Ottawa to Bureau of Personnel
Declercq, Wilfred F., Sinai Field Mission to Bureau of Personnel, Board of Examiners
Delbler, Roy A., Sinai Field Mission to Ankara
Diedrich, William S., Inter-American Affairs to Mexico
Doscher, Charles R., Foreign Service Institute to Ankara
Doscher, L. Dawn, Foreign Service Institute to Ankara
Dow, Wayne V., Chile to Monrovia
Dudley, Anthony A., Egypt to Bangkok
Duhart, Donna J., Frankfurt to Nouakchott
Duhart, George A., Manila to Office of Communications
Dupart, Louis Harris, African Affairs to Salisbury
Ehrlich, Virginia E., Inter-American Affairs to Bogota
Engle, Lowell L., Office of Communications to Djibouti
Ericksen, Emil P., Canada to Intelligence and Research, Office of Economic Research and Analysis
Escobedo, George L., Bonn to Istanbul
Essington Sr., Robert R., Management Operations to Islamabad
Farrell, James F., Brussels to Brasilia
Felder, Anita M., Inter-American Affairs to Santo Domingo
Fielscher, Michael Paul, Junior Officer Corps to Brazzaville
Fleming Jr., William T., Mexico to Department of Commerce
Flemister, Zandra I., Argentina to Madrid
Fox, Galen W., Inter-Governmental Assignment to Intelligence and Research
Fraddock, Michael, Hong Kong to Canberra
Freeman, Anthony G., Foreign Service Institute to Rome
Gabriel, William S., Monrovia to Office of Communications
Gagnon, Linda M., Zaire to Abidjan
Garrison, Sheryl B., Philippines to Dar-es-Salaam
Gerber, Mary I., London to Montreal
Giegling, Gilbert H.C., Freetown to Hong Kong
Givens, Thomas M., Mexico to Pretoria
Goff, Edward H., Junior Officer Corps to London
Gonzales, Luis Z., Djibouti to Office of Communications
Goodrich III, George W., Office of Security to San Salvador
Greene, Robert B., European Affairs to Prague
Gregory, Barbara Ann, Tunis to Bombay
Gregory, Mildred, Stuttgart to Karachi

Gwynne, J. Guy, Department of Commerce to Brasilia

Hambley, Mark G., Saudi Arabia to Tunis

Hanser, Kathleen M., Montreal to Bucharest

Hao, James H., Dacca to Niamey

Harris, Erman H., Bangkok to Addis Ababa

Hayes, Linda A., Bahrain to Islamabad

Headrick, William A., Port-O-Spain to Bonn

Hendon, Owen W., Foreign Buildings Office, Washington to Hong Kong

Hill, Kenneth L., Lisbon to Yaounde

Hinson, Robyn Elaine, Zaire to Bridgetown

Hirst, Dennis F., Algeria to Paris

Horan, Harold E., Lilongwe to African Affairs

Hyde, Roger L., Monrovia to Office of Communications

Jones, A. Elizabeth, Baghdad to Near Eastern and South Asian Affairs

Kahdy, Sally E., San'a to Geneva

Kaufman, Robert E., U.S. Mission to UN to International Organization Affairs

Kiang, Daniel, London to Intelligence and Research

Kicha, Edward R., Kinshasa to Office of Communications

Kohlenbush Jr., William E., Ecuador to Kaduna

Kopera, Rose M., Lima to Rome

Kovich, Michael J., Guatemala to Kabul

Landis, Marlene M., Lagos to African Affairs

Lane, Phillip G., Office of Communications to Nairobi

Larson Jr., Harry L., Rio de Janeiro to Bridgetown

Laycock, Valerie, Rome to Port Louis

Lebourgeois, Julien, Foreign Service Institute to Stockholm

Libenson, Michael B., Barbados to African Affairs

Lindsey, Amy D., Oceans and International Environmental and Scientific Affairs to Tegucigalpa

Lindsey, Homer L., Nairobi to Office of Communications

Linger, William J., Dominican Republic to Mexico

Lira, Consuelo M., Spain to Jerusalem

Loftus, Gerald J., Bridgetown to Tunis

Lutz, James C., Sofia to Bonn

Maclejewski, Theresa E., Asuncion to Inter-American Affairs

Madison, Michelle M., Netherlands to Guadalajara

Mahoney, Richard F., Rabat to Near Eastern and South Asian Affairs

Main, Richard A., Monrovia to Jakarta

Malcomson, James L., International Organization Affairs to Paris, UNESCO

Marik, Warren J., Near Eastern and South Asian Affairs to Colombo

Marks, G. Rosalind, Belgium to Guatemala

Matthews, Francis Edward, India to Georgetown

McGowan, Howard L., Praia to Bureau of Personnel

Meister, Jean E., Czechoslovakia to Warsaw

Michalak, Michael W., Pakistan to Foreign



BERLIN—Ambassador **Herbert Okun** cuts ribbon opening lounge at the embassy. From left: assistant public affairs officer **Paul Smith**, regional security officer **Paul Tubbs**, consular officer **Ed Smith**, administrative officer **Ruth Willow**, general services officer **Bill Jackson**.

Service Institute

Miller, Ronald L., Abidjan to Vienna

Mitchell, Jerry K., Togo to Intelligence and Research, Commodity and Developing Country Division

Moller, Kenneth B., Singapore to Rabat

Moore, Shirley R., Brussels to Warsaw

Morris Jr., Charles H., Jakarta to Nairobi

Mouser III, Grant E., Department of Defense to Hamburg

Murphy Jr., John J., Amman to Near Eastern and South Asian Affairs

Nelson, Bruce L., Office of Communications to Manila

Nicholson, Marc E., Politico-Military Affairs to Lisbon

Nixon, Janet Mildred, Inter-American Affairs to Santiago

Norris Jr., Marion V., Islamabad to Rome

Noyes, Jon Lane, Department of Commerce to Conakry

Nydell Jr., Carl C., USSR to Nairobi

PERSONNEL: FOREIGN SERVICE

O'Brien, John Joseph, Warsaw to Leningrad
O'Brien, Margaret Y., Warsaw to Leningrad
O'Brien, Joseph A., San Jose to Bissau
Parker, John W., USSR to Intelligence and Research
Powell, Gregory V., Junior Officer Corps to Manila
Prichard, Hiram W., Beijing to Office of Communications
Queen, Richard I., Tehran to Intelligence and Research
Renke, Lorraine P., Montevideo to Geneva
Richmond, Elizabeth T., Sinai Support Mission to Consular Affairs
Rossin, Lawrence George, Durban to Bridgetown
Sala, Joseph Lee, Ecuador to Inter-American Affairs
Salvucci, Paula B., Thailand to Curacao
Sanders, Marguerite O., Nairobi to Brussels
Schrader, Roger C., Bonn to London
Schroeder, Beverly A., Economic and Business Affairs to Canberra
Schwegel, Virginia S., European Affairs to The Hague
Schweitzer, Jeanette M., European Affairs to Copenhagen
Scogna, Baldwin Paul, Dhahran to Port-au-Prince
Scott Jr., Kenneth M., Cameroon to Foreign Service Institute
Semakis, Larry W., Department of Commerce to Near Eastern and South Asian Affairs
Sera, Michiko Jean, Pakistan to Paris
Sher, Virginia, Foreign Service Institute to Kuwait
Skinner, Frank W., Kuwait to Beirut
Smith, Elizabeth I., Foreign Buildings Office to Belize City
Smith, Sally T., Damascus to Yaounde
Sonandres, Thomas W., Sofia to Georgetown
Sparkman, Paula Yvonne, European Affairs to Paris
Squire, Christopher A., Canberra to Leningrad
Stader Jr., Donald E., Udorn to Bangkok
Steinmetz, John P., Mexico to Department of Commerce
Stephens, Doris Kathleen, Port-O-Spain to Guangzhou
Stevens, Lynn E., Lesotho to Johannesburg
Stevenson, Lloyd C., Germany to Gaborone
Stickler, Barbara M., Dakar to Rome
Taylor, Luther T., Office of Communications to Manila
Vanderhoff, James, Nairobi to Panama
Vazquez, Nereida Maria, Italy to Medellin
Velarde, Margaret E., Oslo to Singapore
Waight, James W., Pouch and Courier Operations Division to Bangkok
Walling, Linda L., Belgrade to European Affairs
Walling, Robert R., Belgrade to Office of Communications
Washington, Lonnie G., Santo Domingo to Maseru
Watkins Jr., Guy W., Brasilia to Quito

Weaver, Alice M., Mexico to Lagos
Wilgis Jr., Herbert E., Foreign Service Institute to Prague
Wilson, Charles F., Manila to Caracas
Wilson, Edward B., Nigeria to Amman
Wilson, Mary Frances, Mexico to Inter-American Affairs
Wilson, Sally E., Nigeria to London
Ziemer, Suzanne E., Budapest to European Affairs
Zimmermann, Robert E., Belgium to Jerusalem

Resignations

Babin, Virginia T., Tegucigalpa
Belgard, Joan E., Mexico
Bergesen, Marion S., Port-au-Prince
Bush Jr., William C., Office of Communications, Programs and Engineering Division
Clift, Donna J., Managua
Collins, Diane D., Guatemala
Dickelson, Michael J., Office of Security, Washington Field Office
Divoff, Suzanne M., Guatemala
Earle II, Ralph, Arms Control and Disarmament Agency
Falkner, Val R., Managua
Flores, Ava, La Paz
Furman, Bradley, Port-au-Prince
Hegburg, Alan Shaw, U.S. Department of Energy
Kelley, Elaine M., Tegucigalpa
Koenig, Rudolph J., Freetown
Loehr, Larrie D., East Asian and Pacific Affairs
O'Connell, Cynthia S., San'a
Roche, Peter J., Office of Security, Education and Training Division
Rominger, Pamela J., Port-au-Prince
Smith, Richard W., New Delhi

Retirements

Austern, Donald M., Inter-American Affairs
Baxter, Craig, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs
Bennett, John T., Faculty Adviser
Boggs, Leslie M., Canberra
Cohn, David H., Intelligence and Research
Conlon, Thomas F., Intelligence and Research
Copp, Jean T., Paris
Corrent, Louis J., Office of Communications
Davis, Edward L., Intelligence and Research
Deporte, Anton W., Intelligence and Research
Grant, William B., Department of Defense
Gull, Edward N., Office of Comptroller
Heyniger, Lambert, Office of Deputy Secretary of State
Johnson, Richard G., Bureau of Personnel
Lee, John W., Munitions Control
Lopez, Carlos, International Narcotics Matters
McDermott, James M., Office of Security, Domestic Operations Division

McHale, Austin P., Information Systems Office
Miller, William F., Stuttgart
Mills, John L., Panama
Morrow, Juanita M., Monrovia
Mosley, Willa D., Khartoum
Sacksteder, Frederick H., Bureau of Personnel
Salsavage, Metro W., Office of Communications, Security Division
Stokes, Joan P., International Organization Affairs
Wahl, Dolores R., Intelligence and Research □

Commissioning and Tenure Board is extended

The mandate of the Commissioning and Tenure Board has been extended by Foreign Affairs Manual Circular 3, dated January 12, 1981, to include a review of Foreign Service Reserve officers employed under the Mid-Level Hiring Program. Such officers will be appointed as FSOs on the recommendation of the board. Initial reviews of candidates are to occur as soon as possible after the candidate has served three years. Subsequent reviews would occur 12 months thereafter.

Employees hired under the program prior to last month may continue to qualify for FSO appointments on the basis of a second oral examination, as provided at the time of their employment. This second examination would be eliminated for all employees hired under the program since the first of this year. The board is to review the first group of candidates next month. □

FSS-9/10 rating period

The rating period for FSS-9 and 10 employees has been changed from January 1 through December 31 to the regular Foreign Service cycle, April 16 to April 15 of each year. As a transition between the two rating periods, the period from January 1 to April 15, 1981, is to be included in one regular evaluation report due in the Office of Performance Evaluation, Bureau of Personnel, by May 15. The report should cover the period January 1, 1980, to April 15, 1981. □

Class 6 board convenes

The second session of the 1980 Class 6 Selection Board was to convene on January 27 to review the files of

tenured FSO/R/RU-6 and FSSO-4 officers. Members of the board are R. Peter Spicer, FSO-2, chairman; State members Carolyn Allen, FSO-4, Jake M. Dyels Jr., FSO-4, and Oliver P.

Garza, FSO-4; "other agency" member Jean Mammen, FSIO-4; and public member Charito Kruvant, president, Creative Associates, Washington, D.C. □

1980 promotion statistics for Foreign Service employees

These data reflect average age, time-in-class, and length-of-service information for all Foreign Service personnel promoted by the 1980 selection boards, and for those eligible but not promoted.

For comparative purposes, according to the Office of Performance Evaluation, these data are most useful for those pay plans and classes having sufficiently numerous population groups in competition for promotion opportunities to be significant. For example, if only one or two persons were promoted out of a

very limited competition group, or for a competition group with extremely limited promotion opportunities, the data would be relatively meaningless, the office said. This is often the case, it added, with FSR/RU and FSS generalist and specialist competition groups. The data were said to be most useful for FSO cone and class averages, communications, security and secretarial specialist class averages.

Generally speaking, the overall homogeneity of the data was seen as re-

flecting "surprisingly normative standards for the different cones, within a class and from one class to another."

The office requested that the following correction be noted in the statistics printed in NEWSLETTER special supplement No. 227, as to the FSR/RU and FSS promotion list, October 1980:

Class and function	Number promoted	% of persons eligible
Secretaries	39	17.9%
Communicators	89	65.6%

Foreign Service officers

	Average age		Time in class		Length of service	
	Promotees	Eligibles	Promotees	Eligibles	Promotees	Eligibles
FSO-2						
Prog. dir.	50.0	52.1	4.5	4.6	23.8	25.3
Admin.	52.5	52.9	4.6	4.3	23.5	24.5
Consular	51.8	54.9	5.6	4.4	15.6	25.8
E/C	49.4	52.6	4.0	4.8	23.7	25.1
Political	51.2	53.0	4.7	4.9	23.7	25.5
Total	50.5	52.7	4.5	4.7	23.5	25.2
FSO-3						
Prog. dir.	47.0	47.8	5.6	6.0	22.0	22.0
Admin.	48.3	50.1	4.8	5.1	17.4	19.3
Consular	47.3	51.0	5.1	4.7	18.1	21.6
E/C	45.3	48.0	8.2	5.3	19.3	20.5
Political	46.4	47.7	5.6	5.5	20.0	20.5
Total	46.3	48.3	6.4	5.4	19.6	20.5
FSO-4						
Admin.	45.3	44.3	5.6	3.8	18.2	16.5
Consular	44.0	42.0	5.7	3.5	17.8	15.0
E/C	42.6	40.5	6.9	4.6	16.1	14.3
Political	42.1	41.7	6.3	4.9	16.9	15.6
Total	42.9	41.7	6.3	4.4	16.9	15.2
FSO-5						
Admin.	40.5	39.1	5.0	3.6	11.7	11.2
Consular	39.5	38.7	4.8	3.5	10.5	9.9
E/C	36.5	34.2	4.0	2.7	8.5	7.4
Political	36.7	36.0	6.0	4.0	10.7	8.7
Total	37.8	36.9	5.3	3.6	10.5	9.1
FSO-6						
Admin.	36.1	35.2	3.3	2.8	6.5	5.5
Consular	34.1	32.5	2.7	2.5	5.8	5.6
E/C	32.4	30.9	2.9	2.3	4.8	4.6
Political	32.6	32.1	3.4	2.7	5.5	5.2
Total	34.0	32.6	3.0	2.5	5.8	5.7

PERSONNEL: FOREIGN SERVICE

Foreign Service Reserve and Staff

	Average age		Time in class		Length of service	
	Promotees	Eligibles	Promotees	Eligibles	Promotees	Eligibles
FSR/RU-2 Total	49.1	51.8	2.8	3.8	12.3	9.3
FSR/RU-3 Total	46.4	49.2	2.3	3.8	11.6	10.0
FSR/RU-4 & FSS-2						
Generalists	46.5	47.9	3.5	3.5	10.5	11.3
Communicators	51.2	50.7	4.7	4.9	17.6	20.3
Security	40.5	42.0	3.8	3.3	11.4	9.7
Other specialists	46.1	46.0	2.2	3.4	5.3	8.1
Total	45.2	45.7	3.6	3.5	7.8	10.9
FSR/RU-5 & FSS-3						
Generalists	47.8	55.7	3.4	3.1	17.2	14.0
Communicators	50.8	47.1	5.2	4.5	23.8	17.5
Security	35.1	34.7	2.1	1.9	5.9	5.9
Other specialists	41.0	44.4	2.2	3.1	5.4	7.9
Total	43.5	47.1	3.1	3.1	12.2	12.0
FSR/RU-6 & FSS-4						
Generalists	44.2	45.1	3.3	3.1	15.6	14.3
Communicators	42.2	44.4	2.7	3.9	16.4	16.5
Security	34.5	35.5	1.6	3.8	5.2	4.8
Other specialists	45.7	46.7	3.3	2.9	9.3	9.5
Total	41.6	44.0	2.7	3.6	11.5	13.9
FSR/RU-7						
Generalists	35.5	36.3	2.9	2.8	10.2	9.9
Communicators	41.4	43.4	3.1	2.9	16.1	16.0
Other specialists	41.2	39.4	3.0	2.7	4.9	4.6
Total	39.9	42.1	3.0	2.8	10.2	13.7
FSS-5						
Generalists	50.2	49.6	4.1	4.0	13.8	16.6
Secretaries	52.3	49.4	10.7	5.8	22.9	18.3
Communicators	49.0	45.7	7.3	5.0	18.2	17.1
Other specialists	35.5	35.5	6.5	6.5	13.4	13.4
Total	50.0	48.4	7.8	5.5	18.6	17.8
FSR/RU-8						
Generalists	0	27.8	0	3.2	0	3.2
Communicators	37.1	38.6	2.5	2.8	11.1	8.0
Other specialists	0	56.3	0	3.2	0	3.2
Total	37.1	37.6	2.5	2.7	11.1	6.4
FSS-6						
Generalists	36.8	38.7	1.9	3.5	8.0	11.4
Secretaries	43.1	45.0	4.8	4.8	11.0	13.1
Communicators	40.6	41.5	4.1	3.9	12.8	13.2
Other specialists	0	0	0	0	0	0
Total	41.4	43.9	4.3	4.5	12.0	13.1
FSS-7						
Generalists	0	0	0	0	0	0
Secretaries	39.9	41.9	2.6	3.3	5.7	7.1
Communicators	35.3	37.3	2.2	2.4	6.0	6.6
Other specialists	0	55.0	0	10.2	0	15.5
Total	38.0	41.0	2.5	3.2	5.8	7.1
FSS-8						
Generalists	0	0	0	0	0	0
Secretaries	38.2	38.6	2.2	2.3	2.7	2.8
Communicators	34.9	35.6	2.2	2.1	3.2	3.2
Other specialists	0	44.6	0	5.5	0	9.7
Total	37.4	38.1	2.2	2.4	2.8	3.2

Bureau Notes

Secretary's Office

The Office of Liaison with State and Local Governments, in cooperation with the Bureau of Public Affairs, hosted a foreign policy briefing for 200 state legislators, at the Department, December 18. Deputy coordinator DAVID SHINN met the week of December 8 with city officials in Kansas City, Mo., concerning the establishment of a Pearson job; in Vancouver, with FSO STAN BROOKS, who is on a Pearson assignment; in Salem, with the Governor's Commission on Foreign Languages and International Studies; and in Santa Ana/Garden Grove, Calif., with city officials to discuss the establishment of Pearson assignments. CYNTHIA LEONARD, staff assistant, has left the Office of the Executive Director, to continue her education. □

OFFICE OF PROTOCOL

Chief of Protocol ABELARDO L. VALDEZ presented the following with awards for their service: RICHARD GOOKIN (quality step increase); RICHARD MASSEY (letter of commendation); DEE LILLY (letter of commendation and Meritorious Honor Award); and VASILIOS FORTINOS (letter of commendation). A new employee in Protocol is BECKY VIGIL (Diplomatic and Consular Liaison Division). Mr. Valdez and members of the Staff escorted the diplomatic corps to the various presidential inaugural events, January 18-20. □

Administration

EXECUTIVE OFFICE

All divisions of the Executive Office have moved to Room 3800 of the Main State building. The Personnel Management and Administrative Services Divisions are located in the front offices of the suite, for easy access by bureau personnel. □

OFFICE OF SECURITY

THOMAS M. TRACY, assistant secretary for administration, opened the regional security supervisors conference, held in the Department January 5-16, with remarks regarding the Foreign Service Act, security enhancement projects and Department funding under provisions of a continuing resolution in Congress. Those attending included RON KELLY and GENE BISHOP (Near East and South Asia), BILL ARMOR and JIM KOLESNIK (Europe), MARV DOIG (East Asia and Pacific), ROGER ROBINSON (Inter-America) and RALPH LAURELLO (Africa). Presentations were made by each of the participants regarding threat levels, unique problems at specific posts and the status of security projects in their areas. Individuals who addressed the conference included KARL D. ACKERMAN, deputy assistant secretary for security; MARV GARRETT, assistant director for operations; JOE MERESMAN, executive director, Bureau of Administration; BILL SLAYTON, deputy assistant secretary for foreign buildings; MIKE



GUATEMALA CITY—Members of the U.S. embassy pistol team that won first place in a law enforcement shooting tournament. From left: security agents *Manuel Gonzalez* and *Jorge Lopez*, assistant regional security officer *George Goldstein*, *chargé* *Melvin Sinn*, investigator *Marco Gonzalez*, regional security officer *Willard E. Marsden Jr.*, senior investigator *Jorge Lemus* and agent *Manuel Cámara*.

COUGHLIN, director of security, AID; and CHUCK ANGULO, special assistant (employee relations), Office of Management, State's Bureau of Personnel.

Mr. Ackerman and KEITH GWYN, chief, Dignitary Protection Division, attended the American Society for Industrial Security convention, in New Orleans, January 12-13. Mr. Ackerman addressed the convention January 12 on "The U.S. Government Agencies' Role in Combatting Terrorism." Mr. Gwyn gave a presentation January 13 on "Executive Protection and Threat Assessment." CASPER PELCZYNSKI, chief, Engineering Branch, and TOM ALLEN, chief, Development Section (both in the Technical Services Division), consulted with Department contractors at Lawrence Livermore Laboratories and Intrusion Detection Systems, in San Francisco, December 16-19. JOAN LOMBARDI, Command Center/Watch Officer Group, attended the regional conference for the National Law Enforcement Telecommunications System, in Hartford, Conn.

EDWARD V. HICKEY, regional security officer, London, served on the President-elect's transition team during December. Regional security officers STAN BIELINSKI (The Hague), GREG BUJAC (Tel Aviv), RALPH CHIOCCO (Havana), CLIFTON FLOWERS (Frankfurt), FRED LECKER (Kabul), DAVE ROBERTS (Moscow) and SCOTT TRIPP (Canberra) were in the Department on consultation, in December-January. JIM

BLYSTONE, Foreign Operations Division/Inter-American Affairs, was on temporary duty in Mexico and Havana during December. To provide better technical service to posts in Mexico, an Engineering Services Office was established at Embassy Mexico City, November 25. JOHN R. BAINBRIDGE is the officer in charge. Both the regional security supervisor's office and the Marine company commander's office in Hong Kong were relocated to Manila in January. (The Engineering Services Center, Hong Kong, was relocated to Manila last October. MARVIN DOIG is in charge of the security office.

JOHN RICHARDSON, assistant director for protective security, retired in January, and JOHN CLEMMONS, chief, Investigations Division, assumed the assistant director position effective January 19. All members of the Dignitary Protection Division participated in advance arrangements for the presidential inauguration. BOB BLACKBURN, Dignitary Protection, was on temporary duty at Embassy Beirut for one month. BOB DAVIS, Dignitary Protection, spent three weeks in Maine during December on protective detail assignment. CHARLIE PRUITT and PETE GALLANT, Domestic Operations Division, coordinated security arrangements for the President-elect's cabinet meeting at the Department, in January. Domestic Operations participated in a General Services Administration fire and safety survey of Blair House, in December.

WALTER SARGENT, formerly regional security officer, Beirut, was designated acting chief, Education and Training, last November 17 through this month. The Foreign Service Institute's terrorism seminar has been expanded to a two-day program entitled "Coping With Violence Abroad." The pilot presentation was January 5-6. Lectures and films were presented by the Department's Office of Security Education and Training staff, the Office for Combatting Terrorism and the Family Liaison Office. Participation in the seminar has been

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expanded to include other U.S. Government agencies and family members. Those attending asserted that the seminar stimulated a lively question-and-answer period. The 1981 schedule for the seminars is to be distributed by the institute. ABC News filmed a portion of the December 15 seminar for inclusion in a report on the U.S. Government's response to increased violence abroad.

Responding to the planned deployment of new "WANG" word processors to overseas posts, the Technical Services Division/Technical Operations Branch developed interim guidelines for secure installation and maintenance of computer, information and word processing systems. A comprehensive procedural guide, which will incorporate the Office of Security's guidance, is being prepared by the Information Systems Security Unit in the Office of Management Operations. The Technical Operations Branch sponsored a lecture and demonstration in December on microform destruction techniques for security and records management specialists who will be involved in the planning and implementation of the Department's program for conversion from paper records to microforms. The National Security Agency participated in the program. □

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH traveled to the west coast, January 5-9, during which time he attended a meeting of the Armed Forces Communications and Electronics Association, in Anaheim, Calif. He also participated in program reviews with Xerox Corp.

MELBOURNE, Australia—Richard J. Aber, left, receives meritorious honor award from administrative officer Richard A. Johnson for his performance as the communications program officer.



officials in Pasadena, and with Simpact, Inc., officials in San Diego. Effective January 5, DONALD LACHMAN became chief of the Facilities and Installations Branch of the Programs and Engineering Division. EDWARD BIEDRZYCKI is the new chief of the division's Engineering/Transmissions Branch. Field personnel visiting on consultation included ROBERT REED (Lahore), RICHARD STEPHENS (New Delhi), MAUDINE CONLEY (Jerusalem), MARK BUSKE (Bonn), JOSE PEREZ (Berlin), CHRISTOPHER POWELL (Bangkok), JEWELLINE WILSON (Brazzaville), HOMER WOMACK (Paris), RONALD STIBAL (Communications Center) and EDITH QUICK HUDDLE (Bonn). □

LANGUAGE SERVICES DIVISION

NEIL SEIDENMAN left for Brussels on the Secretary's plane, December 9, to interpret at a luncheon with Italian officials. GISELA MARCUSE and HARRY OBST interpreted at a U.S.-Federal Republic of Germany meeting, December 15. VIVIAN CHANG handled U.S.-People's Republic of China textile talks, December 15-17. DIMITRI ARENSBURGER and BILL KRIMER interpreted for a panel of Russian dissidents, in an evaluation session of Voice of America broadcasts, December 16.

The hostage situation kept a number of division employees busy throughout the holidays—notably ALEC TOUMAYAN, who interpreted for the Algerian go-betweens during their Washington stay and also helped with the documentation. In the latter he was assisted by JACQUELINE POUSSEVIN, ELIZABETH KONIUSZKOW and CHERYL TUCKER of the Translating Branch. By January 6, additional texts had to be prepared for transmission to the Algerians, and again Mr. Toumayan, this time with the assistance of JACKIE JARMAN and Ms. Koniuskow, completed the translations. On

January 7, arriving home from work, Mr. Toumayan was ordered to return at once to accompany Deputy Secretary WARREN CHRISTOPHER to Algeria. DON BARNES provided a live version of PRESIDENT CARTER's farewell address on January 14, at the request of the Voice of America.

Liquified natural gas talks with Algeria were handled by CAROL WOLTER, January 12-14. STEPHANIE VAN REIGERSBERG interpreted for talks with Cuba, on refugees, January 12-15. BILL FUKUDA handled coal liquefaction talks with Japan, January 12-15. TONY HERVAS and SOPHIA PORSON provided interpretation for a U.S.-Mexico meeting on air pollution, in San Diego, January 12-16. Ms. Chang was assigned to meetings of a People's Republic of China Academy of Sciences delegation, January 12-13. GALINA TUNIK-ROSNIAANSKY was assigned to a U.S.-Soviet meeting on calibration of instruments, January 14-20. Verbatim reporter MARIE TAYLOR traveled north to report the Secretary's speech and press conference at the joint session of the Maine legislature, in Augusta, and his speech at Colby College in Waterville, Me., both on January 14. □

Arms Control and Disarmament Agency

The 1980 annual report of the agency was sent to Congress, January 13. RICHARD BETTS, an associate at the Brookings Institution, was the featured speaker January 8 at an off-the-record seminar for agency officers. Mr. Betts is the editor of a study assessing the technical, strategic and diplomatic implications of cruise missile development. He reviewed some of the study's findings and discussed the policy ramifications. Agency deputy director SPURGEON M. KEENY JR. resigned, effective January 9, and joined the staff of the National Academy of Sciences as a scholar-in-residence, associated with the Commission on International Relations. He also will serve on the academy's committee on international security and arms control. Mr. Keeny, who has over 28 years of Government service, was appointed deputy director in May 1977.

Assistant director GEORGE W. ASHWORTH, head of the Weapons Evaluation and Control Bureau, resigned effective January 20 and rejoined the professional staff of the Senate Foreign Relations Committee. Mr. Ashworth was appointed agency counselor May 7, 1979, and was named assistant director in 1980. MILTON M. HOENIG, who worked in the Non-Proliferation Bureau, completed his assignment to the agency under the Intergovernmental Personnel Act. He was on loan from Southeastern Massachusetts University. ROGER F. PAJAK left to accept a position as Middle East adviser to the Secretary of the Treasury. Mr. Pajak, who spent 10 years with the agency, was assigned to the Weapons Evaluation and Control Bureau. He was a member

of the 1980 class of the National War College. After working nearly three years on nuclear safeguards, FRANCINE PROKOSKI left to pursue private business interests as president of a small medical and engineering corporation, in Falls Church, Va. She was responsible for managing the agency's largest external research project—a development program called "RECOVER," designed to provide the International Atomic Energy Agency with a secure, real-time capability to remotely monitor its safeguard devices around the world. ALEXANDER AKALOVSKY, assistant to the U.S. representative to the Committee on Disarmament, retired effective January 2. FRANK D. BUCHHOLZ, after nearly three years on detail from the Department, has been assigned as economic-commercial officer for Pacific Island affairs, in the Bureau of East Asian and Pacific Affairs. Mr. Buchholz served in the agency as action officer for the nonproliferation treaty, and as a member of the U.S. delegation to the 1980 nonproliferation treaty review conference, in Geneva.

RODNEY HUFF, a career Foreign Service officer, left, after a two-year detail from the Department, to attend French language classes at the Foreign Service Institute. He was action officer in the agency for nonproliferation issues involving East Asian countries. In July he is to report to Ouagadougou for duty as political officer at the U.S. embassy. JAMES A. SCHEAR, who served in the Weapons Evaluation and Control Bureau and the Multilateral Affairs Bureau during his three years with the agency, departed to begin doctoral studies at the London School of Economics, and to pursue other research activities in London. DOUGLAS KOELEMAY, after a two-year detail from the Department, left the agency's Multilateral Affairs Bureau to become legislative assistant to Rep. Bob Molloy (D-Va.). His resignation from the Foreign Service was effective January 4. JEANETTA A. OWENS, who was assigned to the agency's Budget and Fiscal Section, retired for medical reasons. JULIA BARRY, senior secretary in the Weapons Evaluation and Control Bureau, retired from Government service after 26 years, 19 of them with the agency. SHELDON I. KREBS, a career Foreign Service officer who recently completed three years as political officer at the embassy in Stockholm, has been assigned to the agency's Multilateral Affairs Bureau.

Mr. Krebs also has served in Tokyo, Saigon and Berlin. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO was the principal speaker at the Drug Enforcement Administration's graduation ceremony for special agents, December 19. Mr. Asencio spoke about his role in curbing narcotics smuggling during his service in Colombia. On January 2 the Washington Star interviewed the ambassador for a feature article on his experience as a hostage. On January



ROTTERDAM—Consul general Jack Sulzer, left, congratulates Petrus Vijfwinkel on receipt of Superior Honor Award and promotion, while vice consul Colin Helmer, right, congratulates Ietje Frielink on 20-year length-of-service award.

12 he traveled to New York, to visit the passport agency there and to meet with assistant agent-in-charge HELEN STRAUCHEN. On January 13 he attended a dinner in the office of the Reverend TIMOTHY HEALY, president of Georgetown University. Foreign policy was the topic of discussion at the dinner, which was attended by members of the faculty and the Washington diplomatic corps. LINN ALLEE, a member of the bureau's public affairs staff, was presented an excellent performance award by Mr. Asencio at the weekly staff meeting, January 14.

In an effort to improve the bureau's communications with the public and Congress and to give a high level of service, Mr. Asencio requested that his special assistant, PAUL DONALDSON, conduct a series of telephone training seminars for

all bureau personnel. With the help of JESSIE COLSON of the Foreign Service Institute and the C&P Telephone Co., a format was devised. Mr. Donaldson, assisted by CAROL UJI of the bureau's management office, conducted the one-hour workshops, which were scheduled over a two-week period. Nearly 400 members of the bureau staff, including the deputy assistant secretaries, attended. The Foreign Service Institute held antifraud workshops in Athens, January 4-10, and Manila, January 11-17. Attending from the institute was DON BEAN, and from the bureau were MICHELE TRUITT, special operations director for the Passport Office, and WES PARSONS, chief of the Post Liaison Division in the Visa Office. Joining the Visa Office were VIVIAN L. BARNES and DIANA MORRISON, in the Coordination Division, and NANCY NEWBERT, in the Telephone Inquiries Branch. JOSEPH RADFORD retired from the Visa Office after more than 32 years with the Department. □

Economic and Business Affairs

TODD STEWART, director of the Office of Maritime Affairs, spoke on November 20 to an ad hoc group organized by the U.S. Council of the International Chamber of Commerce, to advise the U.S. members of a UN Conference on Trade and Development group on the shipment of iron ore, phosphate rock and bauxite/alumina. From December 9-11, Mr. Stewart visited London, for shipping policy discussions with British

ECONOMIC AND BUSINESS AFFAIRS—Richard M. Ogden, center, formerly chief of the Industrial and Strategic Materials Division, is presented a Meritorious Honor award by Assistant Secretary Deane R. Hinton, fourth from left. Mrs. Ogden is fourth from right. The others, from left, are Mark Lore, Ernest Johnston, James C. Todd, John Ferriter, Ron Woody and Jay Manning. (Photo by Robert Kaiser, Visual Services)



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government and industry officials. WILLIAM CRAFT of the office represented the United States and the fourth session of the Committee on Shipping of the UN Economic and Social Committee for Asia and the Pacific, in Bangkok, December 16-22. BRIAN MOHLER, of the Trade Agreements Division, represented the Department at the second annual meeting of the U.S.-Japan Forest Products Committee, in San Francisco, December 4-5. The meeting, also attended by U.S. and Japanese forest industry leaders, discussed the state of the bilateral forest products trade. The United States urged Japan to shift its forest products imports from logs to lumber.

Employees who have reported for duty in the bureau include RUTH HANSEN and DAWN ROLAN, Office of East-West Trade; KAY McMANN, Office of the Special Negotiator for Economic Matters; SANDRA PENNY, Office of Investment Affairs; CHRISTINE SHOE-MAKER, Office of Energy Producer-Country Affairs; JAMES GAGNON, Industrial and Strategic Materials Division; GREGORY MILLER, Food Policy Division; and BARBARA FLYNN, Food Programs Division. □

European Affairs

Deputy assistant secretary H. ALLEN HOLMES attended the NATO ministerial meeting in Brussels, December 11-12, then traveled to Madrid, where he met with Spanish officials. IRENE S. HARRISON was assigned as person-

MOSCOW—Senior assistant *Sonia Karaseva* at work in the U.S. embassy's general services office, where the motto (see clock) is: "Anytime is GSO time."



nel officer for the bureau, effective January 1. LORETTA T. VARGAS rejoined the staff of the executive director as a personnel specialist, on an excursion tour, effective January 1. ELIANA P. HOLMES has joined the staff of the executive director as operations assistant. Ambassador JOAN M. CLARK, Malta, was in Washington for consultation, January 11-17. Ambassador WALTER J. STOESEL JR., Federal Republic of Germany, consulted in the Department, January 6-8. CARROLL BROWN consulted in the Department prior to going to Munich as consul general, January 5-6. ROBERT TATGE consulted in the Office of Central European Affairs prior to going to Munich as consular officer. Other junior officers who had consultations in the bureau during January include DESIREE BAKER, who will go to Athens in July; TED SLUSARCZYK, destined for Warsaw in September; and BOB WATTS, who will go to Ponta Delgada this summer. JOHN R. DOBRIN, Berlin desk officer, Office of Central European Affairs, met in New York with representatives of Pan American Airlines, January 8.

ERIC REHFELD, special assistant, Office of European Political and Security Affairs, participated as a member of the U.S. delegation to the NATO joint communications electronics committee, November 20-21, at NATO Headquarters in Brussels. FREDERICK J. VOGEL arrived November 23 for a temporary assignment in the Office of European Security and Political Affairs. Mr. Vogel assisted in preparations and after-action for the 66th ministerial meeting of the North Atlantic Council. Lieutenant Colonel JOSEPH D. HALGUS has joined the Defense Policy Section of the Office of European Political and Security Affairs, replacing Lieutenant Colonel SAMUEL J. WATSON. RICHARD E. COMBS, deputy director, Office of Soviet Union

Affairs, traveled to New York, December 15, to participate in a panel on Soviet foreign policy conducted by the Council on Foreign Relations. WILLIAM H. HILL of the Exchanges Section of the Office of Soviet Union Affairs spoke on December 30 to a session of the annual convention of the American Historical Association, in Washington, on the results of a joint U.S.-Soviet publications project. On January 7, Mr. Hill traveled to Sweet Briar College in Sweet Briar, Va., to speak on U.S.-Soviet relations in the 1980s. JAMES F. CREAGAN, officer-in-charge of Italian affairs, Office of Western European Affairs, accompanied a U.S. presidential delegation on a mid-December trip to Rome, Naples and the southern Italy earthquake zone. The group met with the Italian president, prime minister and officials in charge of earthquake relief and reconstruction. DAVID H. KAEUPER has replaced RUTH A. WHITESIDE as officer-in-charge of French affairs, Office of Western European Affairs. Ms. Whiteside is currently a member of the U.S. delegation to the Madrid Conference on Security and Cooperation in Europe. □

Foreign Service Institute

The institute's Christmas door decorating contest was won by the Communications and Clerical Skills Division staff, whose theme was "Peace for the Children of the World." This

PARIS—*Charles (Cal) Hunter* receives meritorious step increase, for his work in communications projects, from administrative officer *Kenneth Bailey*. Communications colleague *Dennis Hirst* is in center.



message was conveyed with photographs of children from different parts of the world engaged in various activities. A panel of six judges was chaired by DOUG JONES, special assistant to the associate dean. Twelve doors were entered. □

Inspector General's Office

The office held its annual inspectors conference in the Department, January 13-16. Principal officers from key areas of the Department briefed the inspectors on various aspects of State operations. During January-May, conduct-of-relations inspections will be conducted of Belgium, Luxembourg, the Netherlands (team leader: JAMES B. ENGLE); Greece, Turkey, Cyprus (team leader: ROBERT J. MARTENS); and Tanzania, Zambia, Malawi, Mozambique, Mauritius, Madagascar (team leader: JOHN A. LINEHAN). A management audit of the Regional Administrative Management Center, Bangkok (team leader: M. WALTER KENNEY) will be conducted, as well as a management audit of the Bureau of Personnel, Office of Recruitment, Examination and Employment (team leader: WILLARD A. DePREE). A pre-inspection survey will also be conducted of the Bureau of Consular Affairs (team leader: C. ARTHUR BORG).

New inspectors joining the inspection staff were ROBERT T. HENNEMEYER, former consul general in Munich (senior inspector) and BOHDAN Y. PASCHYN, from the General Accounting Office (inspector). LEILA J. AFZAL of the coordination and review staff departed for an onward assignment (Bureau of Oceans and International Environmental and Scientific Affairs). Senior inspectors JAMES C. HAAHR and DAVID R. THOMSON retired effective January 9. During January 21-23, selected inspectors were to attend a management seminar conducted by University Affiliates, Inc. □



"Let's see, itemized deductions for 1980... no electricity for three weeks in November and all the food spoiled. Then the monsoons in April and everything mildewed. Two suitcases and the cat were lost en route to Dacca. Hospital expenses for tsutsugamushi fever in May, and after that the car was struck in a head-on collision with two camels, a donkey and four dogs. Then the drought hit in September and all the strings in the piano went. I wonder if they'll allow me to deduct the silverware because the houseboy cleaned it with Brillo?"

Intelligence and Research

ROBERT BARAZ, director of the Office of Analysis for the Soviet Union and Eastern Europe, attended a Woodrow Wilson Center discussion on the Soviet economy, November 5. MARTHA MAUTNER, deputy director, spoke to civic and academic audiences in Caspar, Cheyenne, Sheridan and Jackson, Wyo., on Soviet-U.S. relations, November 3-13. From the Soviet Foreign Political Division of that office, analyst MORTON SCHWARTZ addressed the incoming California congressional delegation on Soviet foreign policy, in San Diego, November 7; analyst WAYNE LIMBERG presented a paper on Soviet perceptions of the Third World, at a November 12 conference sponsored in Columbus, O., by the Battelle Corp.; analyst JAMES GRANT attended a conference on "Security Problems of East Asia," sponsored by George Washington University, November 21-22. IVAN MATUSEK, chief of the Eastern Europe Division, addressed the faculty and students of Wisconsin University on "U.S. Policy Toward Eastern Europe," in the Department, November 14-15. From the Soviet Internal Division, DONALD GRAVES, chief, and SIDNEY PLOSS, analyst, attended the American Association for the Advancement of Slavic Studies' Philadelphia convention, November 6-8, where Mr. Ploss presented a paper on Soviet politics. Mr. Graves also addressed a meeting of the Bellevue Alumni Association, New York, on the Soviet political leadership, January 7.

JOHN A. CANTWELL, division chief for the Northern and Central Europe Division of the Office of Analysis for Western Europe, spoke on Belgium-Economic Community relations, to Foreign Service Institute French-language students assigned to Brussels, January 6. HUGH DE SANTIS, analyst in that division, participated in a seminar on the role of history in the policy-making process, at George Washington University,

December 18. Mr. De Santis and JENNIFER NOYON, analyst in the same division, attended the American Historical Association convention in Washington, December 27-30. SARAH-ANN SMITH, analyst in the Office of Analysis for East Asia and the Pacific, lectured to a China seminar at Columbia University, on Sino-Soviet relations, December 11. DANIEL KIANG, KENNETH QUINONES, PAULA CAUSEY and ROBERTA CHEW have all recently joined the office as analysts. For the Office of Economic Analysis, analyst DAVID JENSEN attended a meeting of the Washington branch of the American Institute of Mining Engineers, which discussed concerns over "The Approaching Resource War," January 13. RITA TAUBENFELD, chief, Trade, Investment and Payments Division, attended the American Economic Association meeting in Dallas, on a recruiting trip, December 28-30. □

International Narcotics Matters

Assistant Secretary MATHEA FALCO and her deputies, JOSEPH H. LINNEMANN and CLYDE D. TAYLOR, hosted luncheons with recently-accredited Ambassadors JORGE MARIO EASTMAN of Colombia and KYAW KHAING of Burma, to discuss international narcotic control cooperation. Ms. Falco, Mr. Linnemann and program officer JOSEPH McLEAN participated in the National Aeronautics and Space Administration's 10th quarterly review of the "Curb Illegal Narcotics" project, in Mexico, January 7-11. Mr. Linnemann also attended the Dade County Chamber of Commerce conference on drug enforcement, in Miami, January 14. On December 3, in Quito, Ecuador, GENEVIEVE GERMAN, a part-time employee in the bureau, received a decoration from Pope JOHN PAUL II. The decoration, for her donation of a family ranch to be converted to a technical institute for agricultural and dairy farming for Ecuadorean youth, was presented by the cardinal archbishop of Quito at a ceremony attended by the papal nuncio and other church and civic leaders from Ecuador. ANN HESS, secretary in the Commodity Management Division, received a cash award for her work during the past year. The bureau welcomed TERRENCE G. GRANT as director of the Office of Program Management. Mr. Grant came from the Bureau of Intelligence and Research. DOMENICK IACOVA, a presidential management intern, joined the bureau for a three-month tour in the Department. □

International Organization Affairs

Assistant Secretary RICHARD L. McCALL was the keynote speaker at the Harvard Model United Nations, in Cambridge, December 4. He



spoke on "The Role of the United Nations in Foreign Policy." He also addressed the members of the National War College on "The Usefulness to the United States of International Organizations," January 7. Deputy assistant secretary SARAH GODDARD POWER delivered an address entitled "The Communications Revolution," before the Economic Club of Detroit, December 5. DOUGLAS McELHANEY, of the UN Political Affairs Office, was a member of the U.S. observer delegation attending the Namibian pre-implementation conference, in Geneva, January 7-14. JANE MARTE, communications policy officer, from the Transportation and Communications Directorate, served as an adviser to the U.S. delegation to the 35th UN General Assembly, on "Questions Relating to Information," November 11-December 3. The agency director for transportation and communications, CONSTANTINE WARVARIV, headed the U.S. delegation to the 14th session of the World Tourism Organization council, in Madrid, December 8-13.

NEIL A. BOYER, director for health and narcotics programs, served on the U.S. observer delegation to the meeting of the World Health Organization's executive board, January 14-30, in Geneva. JOHN WASHBURN, of the International Economic Policy Office, addressed a public meeting and led a seminar on the North/South dialogue, at the Newark campus of Ohio State University, November 26. HERBERT G. WING, deputy director, and ANN F. WAGGONER, of the Office of Development and Humanitarian Programs, visited the U.S. mission to the United Nations, December 16-17, for consultations on the UN Commission for Social Development meeting, to be held in Vienna, February 9-19. FRANCIS X. CUNNINGHAM was an adviser at informal consultations among government members of the UN Environment Program, in Nairobi, Kenya, December 8-11. JOHN TREVITHICK, director of the Science and Technology Directorate, retired after 31 years of Government service. WINTHROP SOUTHWORTH JR., director of the International Management Staff, retired after 38 years of Government service. Both individuals were presented Superior Honor Awards at a bureau retirement ceremony. VIRGINIA

GENEVA—Ambassador Gerald Helman (center, front, with glasses) presents group Meritorious Honor Award to the administrative, communication, general services and security offices for their work in transferring mission to new building. From left: deputy chief of mission Don C. Eller, Fru Toorean, Francisco Vaquero, Vincenzo Calcagno, Arthur D. Hanrehan, Monica Liljefors-Borg, Francois Bayard, Andre Galliard, Juan Moreno, Manuela Mercuri, Hocine Souilaheddib, Bernard Majado, Edmond Schanne, Jacqueline Meric, Jean Daniel Isely, Fiona Bowden-Smith, Doyle E. Gentry, Pietro D'Amato, Salvatore Teano, Walter L. Carter, Jose Guardia, David S. Mraz, Francesco Del Duca, Giovanni Zago. Included in award, but not shown: Eugene Scassa, Joseph Yodzis and the communications unit.

INTERNATIONAL ORGANIZATION AFFAIRS—Line Heyniger, program officer of the National Commission for UNESCO, is recognized by the commission at its annual meeting, for her work on behalf of the Status of Women's Committee. With Ms. Heyniger is John Fobes, chairman of the commission.



BRIDGES transferred from the Bureau of Personnel to the Health and Narcotics Directorate.

DOUGLAS FINK is interning in the Office of UN Political Affairs. LINE HEYNIGER, from the secretariat to the U.S. National Commission of UNESCO, resigned. MARY HART, from the International Management Staff, transferred to the Bureau of Inter-American Affairs. In a bureau awards ceremony on January 16, Superior Honor Awards were presented to GORDON BROWN, director of the Office of International Economic Policy, and MARTIN JACOBS, of the UNESCO directorate. Mr. Wing, of the Development and Humanitarian Program Directorate, was presented a Meritorious Honor Award. DIANA REINHART, from the U.S. mission to the Organization of American States, transferred to the Bureau of Administration. □

U.S. MISSION TO THE UNITED NATIONS

Ambassador DONALD F. McHENRY, permanent representative to the United Nations, and GEORGE MOOSE and HENRY MILLER, political advisers, participated in the UN-sponsored pre-implementation meeting on Namibian independence, in Geneva, January 7-14, as part of the U.S. delegation. On January 7 Ambassador RICHARD PETREE, U.S. deputy representative for Security Council affairs, addressed the Consular Law Society of New York on the development of international law at the United Nations. Ambassador JOAN SPERO, U.S. representative to the Economic and Social Council, spoke at the research seminar for officials of the Federal Reserve Bank of New York, on global negotiations and other North-South issues, January 15. BESS N. TRINKS, Resources Management Section, was honored on November 5 as an outstanding citizen of Bergen County, N.J. She received one of four annual awards made by the Bergen County Council of Churches for civic efforts rendered in an ecumenical manner.

Groups which visited the mission and received briefings were: Students and faculty of Ramapo College, N.J., briefed by THOMAS VIOLA, information adviser, on issues at the 35th General Assembly, December 17; representatives of non-governmental organizations, briefed on political and economic issues at the assembly by Mr. Petree and STEVEN SINGER, economic adviser, December 18; students and faculty of Stetson University, Deland, Fla., and Rust University, Holly Springs, Miss., briefed by Ambassador WILLIAM VANDEN HEUVEL, U.S. deputy permanent representative, on issues at the assembly, January 7; members of the American Friends Service Committee, briefed on Afghanistan, by RICHARD JACKSON, political adviser, January 7; the U.S. delegation to the Greater Hartford (Conn.) area high school model United Nations, briefed by JOAN DICKIE, information adviser, and CRAIG ARNESS, political adviser, on disarmament and other United Nations issues, January 12; political science department of Hofstra University, New York, briefed by Mr. Singer and Ms. Dickie on global

negotiations and other issues, January 14; and representatives of the Committee on United Nations Integrity, who exchanged views with Mr. vanden Heuvel on Middle East issues, January 14. □

Near Eastern and South Asian Affairs

SINAI SUPPORT MISSION

DALLAS FORD BROWN assumed his duties as controller of the mission, January 1, replacing RICHARD J. HENRY, AID, who retired on January 9. Liaison officer CHANDLER P. ROLAND arrived at the field mission in January for a one-year tour of duty. Security officer ROY A. DEIBLER departed the field mission on direct transfer to Ankara, in December. □

SINAI SUPPORT MISSION—*Wilfred F. DeClercq, center, is presented a Superior Honor Award by Ambassador Frank E. Maestroni, left. Mrs. DeClercq is shown attaching the pin.*



NEAR EASTERN AND SOUTH ASIAN AFFAIRS—*At awards ceremony are, from left, front row: LaVerne Solomon, Helen Edisness, Assistant Secretary Harold H. Saunders, Gilbert Harcum, William Smallwood, Audrey Burley. Second row:*

Marylou Carnes, Don Jensen, Ed Cubbison, Jane Coon, George Sherman, John Countryman, William Helseth, Peter Constable, James E. Taylor. Rear: Samuel Hart, Michael Sterner, David Korn, Michael Arietti.

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING attended the meeting of the U.S. side of the U.S.-China Joint Science and Technology Commission, December 2. It was chaired by FRANK PRESS, PRESIDENT CARTER's science adviser. On December 3, Mr. Pickering signed for the United States a new space cooperation agreement with Japan. On December 11, RICHARD E. BENEDICK, coordinator of population affairs, delivered a lecture on world population trends and policy implications, at the annual Institute on World Affairs meeting at Iowa State University. He also delivered a lecture on Chinese population trends and policies before a graduate seminar. On December 12, he spoke on U.S. population policies at the University of California at Los Angeles. World population developments and implications was the topic of the speech delivered at the CIA's senior development course on December 19.

The deputy assistant secretary for oceans and fisheries affairs, MORRIS D. BUSBY, accompanied by BRIAN HALLMAN of the Office of Fisheries Affairs, traveled to Mexico City on December 22 to discuss issues arising from the U.S.-Mexico fishing agreements. The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the 28th session of the environment committee of the Organization for Economic Cooperation and Development, in Paris, December 1-5. SUE PATTERSON, Office of Environment and Health, also was a member of the U.S. delegation. DONALD BLACK, Office of Environment and Health, headed the U.S. delegation to the annual informal consultations of the UN Environment Program, December 8-11, at Nairobi, Kenya. The consultations afforded the opportunity for a review of the organization's activities and for an off-the-record exchange of views among interested governments and the secretariat, as well as for a preliminary discussion of issues at the ninth session of the governing council, scheduled for May.

DAVID MCCLINTOCK, Office of Food and Natural Resources, addressed the climate and food panel at the American Association for the Advancement of Science annual convention, in Toronto, on "The Tihama Famine of 1970 as a Case Study of Climate Vulnerability and Response." MARTIN PROCHNIK, director of the Office of Energy Technology Cooperation, was in Paris, December 7-12, for a meeting of the International Energy Agency committee on research and development. He also met with officials of a French organization dealing in energy cooperation with lesser-developed countries, and participated in a meeting of the Organization for Economic Cooperation and Development's development assistance committee. JEAN

CHRISTOFF, Office of Energy Technology Cooperation, traveled to Amman, December 10-15, as part of an AID/State/Department of Energy delegation, to discuss energy assistance plans with the Jordanian government. On December 7-11, JOHN P. BORIGHT, Office of Nuclear Technology and Safeguards, held consultations with U.S. and foreign officials in Rome and Genoa. □

Public Affairs

Office of the Assistant Secretary: JANE WALES has resigned her position as deputy assistant secretary for public affairs.

Office of Opinion Analysis and Plans: KAREN L. BRYFOGLE has been reassigned to this office, and MARY ROKEY was to be moved to the Office of the Executive Director. WILLIAM BROWN retired on January 9, after 45 years of Government service.

Office of Public Communication: JOHN C. KIMBALL, chief of the Editorial Division, retired on January 9 after 20 years in the Foreign Service. Mr. Kimball will continue to contribute to Department publications on a temporary appointment. F. FRANCES HESS has been reassigned from the Bureau of Administration to the Special Projects Staff, as a public information specialist.

Office of Public Programs: CHRISTINE MURRAY has been reassigned in the Office of Public Programs, as secretary to the director. DIANA WESTON, from the Connecticut Passport Office, has been assigned as a briefing officer.

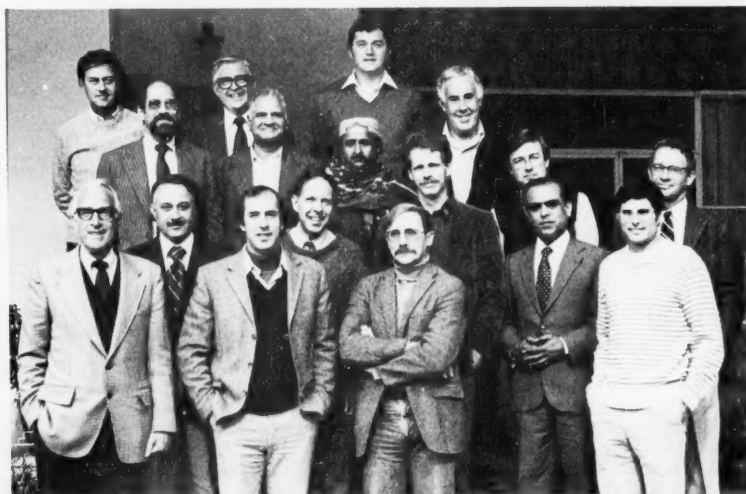
Office of the Historian: ARTHUR G. KOGAN retired January 9 after more than 31 years of service. He served as an editor of the series,

"Documents on German Foreign Policy, 1918-1945," published jointly by the U.S., French and British governments. □

Refugee Programs

On January 7 KARL BECK, director, Office of African and Latin American Refugees, departed for Africa to attend the African-American Institute conference in Sierra Leone, and to accompany a congressional delegation to Nigeria, Ivory Coast and Senegal. He traveled on to Uganda, Burundi and Zaire, to consult with host government officials and inspect refugee camps. ■

MUREE, Pakistan—At a political officers conference are, from left, front row: Ambassador Arthur W. Hummel Jr.; deputy principal officer Steve Eisenbraun, Lahore; consul Doug Archard, Peshawar; political officer Rick Vandiver, Islamabad. Second row: Foreign Service national Imtiaz Ul-Haq, Islamabad; Howie Schaffer, Near Eastern and South Asian Affairs; vice consul Phil Covington and Foreign Service national Masood Akram, Peshawar; consul general Dick Post, Karachi. Third row: deputy principal officer Mike Austrian, Karachi; Foreign Service nationals Mehmood Ali, Lahore, and Ali M. Gambwani, Karachi; political officer Al Thibault, New Delhi. Back row: acting deputy chief of mission George Griffin, Kabul; political counselor Herb Hagerty, political officer Ron Lorton, and deputy chief of mission Barry King, Islamabad. Not pictured: consul general John Brims, Lahore, and political officer Dave Welch, Islamabad. (Photo by Dave Welch)



Letters to the Editor

—(Continued from Page 1)

three genders. The "w" is prefixed to aid in its pronunciation and to suggest the contortions involved in its coining.

Nominative: Again, assuming that you have not finally closed the book on this case, I propose a word that provides equity for the three genders, is eminently pronounceable, and conveys the attitude of most speakers of English toward the entire subject: s/h/it.

Sincerely,
RICHARD W. BOEHM
Minister-counselor □

Should it be 's/he'?—II

JAKARTA, INDONESIA

DEAR SIR:

Your note on "S/he" it'll be" in the November issue has finally driven me to formal proposal of an idea that has been lingering for several months.

To really calm the sensitivities that have necessitated our being increasingly aware of the gender(s) we are referring to in our written and spoken communications in these times, I sincerely suggest that we need a new word in our language, not awkward "and/or" or slashed expressions like "s/he."

The Indonesians solved it all long ago with their word "dia," and I propose that we adopt this word into the English language for use when our context is referring to more than one gender. "Dia" can mean "he, she, it" or "his, hers, its," or "him, her, it."

A fan in the Fourth Estate

The following is excerpted from business editor C. Conrad Manley's column in the December 22 issue of the Daily Iberian, a newspaper in New Liberia, La.:

"As if the language wasn't being messed up enough by broadcasters and writers with a predilection for 'at this point in time' and 'presently' when a simple 'now' would serve and 'hopefully' when they mean 'possibly,' the U.S. Department of State is getting into the act.

"The editor of the department's monthly Newsletter, in a move to unsex its columns, has decided to abandon the use of 'he' or 'she' and substitute a newly coined word, 's/he', to cover both genders when persons in general are referred to impersonally. [See Letters to the Editor section, July and November 1980.]

"Not content with this abomination, the publication also is now considering the adoption of 'sh/im' as an all-inclusive objective pronoun and of 'sh/is' to cover the possessive pronoun for both sexes."

That one word means it all for the Indonesians. Moreover, it's the right size, just three letters (like the words it would replace), and is already used by millions of persons.

How about it? Isn't it more pleasant to write (and say): "If anyone wishes a copy of the announcement, dia should notify our office and a copy will be sent to dia," than to say "If anyone wishes a copy of the announcement, s/he should notify our office and a copy will be sent to sh/im"?

Sincerely yours,
LOUIS H. KUHN □

Some like it hot

WASHINGTON

DEAR SIR:

Can someone help me understand the unfair reason for turning off all the hot water in the restrooms of the

Department? It was bad enough in the summer, but in December and January's below freezing temperatures, it's downright senseless and, what's worse, this unsanity is unsanitary.

After just readjusting a typewriter ribbon put on incorrectly, my hands are quite soiled. They frequently get this way also after scanning the newspapers, fixing a jammed copy machine, or doing any number of other legitimate things. But can I properly clean them with hot, soapy water? Not hardly!

To say nothing of the *main* reason why there should be hot water and liquid soap in these places. It is unthinkable that after using the facilities of these restrooms, it is impossible to properly wash one's hands. Cold, freezing water does *not* serve the same purpose. Isn't this actually a violation of the sanitation code?

I can't believe "they would do something so utterly unjust only to try to save a petty amount of money and energy. If that were so, then why don't they give us hot water to properly keep ourselves clean during our nine hours of being here each weekday and, instead, cut down (1) on the horrendous amount of unnecessary copying that's done here in the Department (paper is very expensive today; would it really slow down our

TRANSFER TREMORS by ebp

I was almost transferred to VALETTA, but while in the snack bar having a MALT And a sandwich decided not to go.

I was almost transferred to POLAND, but during the WAR SAW too much of that area.

I was almost transferred to SYRIA, but when I said DAM (AS CUSs words go, I didn't think it was strong), they decided I shouldn't go.

vital work if 2 or 3 people had to read the same office memo or draft—as opposed to a copy for everyone?); or (2) *insist* that each and every worker turn off all the lights in their offices when they leave. Could it really be “beneath the dignity” of our bureaucrats to flick a light switch on their way out of their offices?

Sincerely,
BETTE LOWENGRUBE
Bureau of Inter-American Affairs
Office of Regional
Economic Policy□

Only happy talk

WASHINGTON

DEAR SIR:

It is a pity that STATE magazine chooses to report only upbeat stories and events. Had it been otherwise, you might have reported the fact that on May 15, by presidential directive, the consular posts at Bremen, Brisbane, Goteborg, Mandalay, Nice, Salzburg and Turin were closed. You then might have been saved the embarrassment of including season's greetings to our personnel and families there in the centerfold of your issue seven months

later. I am in a sad position to know: I presided at the running down of the Stars and Stripes at Bremen.

Sincerely,
RALPH H. GRANER
Bureau of African Affairs

The closing of the consulates had been reported in an earlier issue. But we did neglect to bring our mapmaker up to date. □

Blood, sweat, etc.

ATHERTON, CALIF.

DEAR SIR:

The citation by Fred Blachly of John Donne's use in 1611 of the phrase “blood, sweat and tears” prompts me to add another instance of an early use of the version made so famous by Winston Churchill, NEWS-LETTER, November, Pages 38 and 42).

One hundred and seventy-five years before the British statesman uttered those words, a Frenchman, newly-arrived in 1767 as intendant of the Isle de France (now Mauritius), in addressing the inhabitants of the colony, proclaimed: “*Les trésors de la*

France, messieurs, sont le fruit sacré des travaux, des sueurs et du sang des nos concitoyens.”

The address was included in the third edition (1794) of a little volume with the title “*Voyages d'Un Philosophe*.” The author was Pierre Poivre, the intendant of the Isle de France. The first edition, without the speech, had been published in 1768; Thomas Jefferson owned a copy. Note that well, for in Poivre's work the man who wrote the Declaration of Independence eight years later had read, and now I quote from the English translation of 1769: “The Chinese nation has always been governed like a family...without any other inequality but that which is established by talents, and by merit....that nation...are sensible that all mankind are born equal, all brothers, all noble.”

Pretty good that—the publication in the 1760s of two such famous phrases, “blood, toil, and sweat” and “all mankind are born equal,” by one man, Pierre Poivre.

Pierre Samuel du Pont, the father of the founder of the great American firm, was the publisher who brought out Poivre's “Voyages” in the third edition of 1794. It was du Pont who wrote a biographical sketch of Poivre. The onetime intendant of the Isle de France was much admired by Pierre Samuel du Pont; so was Madame Poivre. Nine years after Poivre's death, du Pont married the widow.

Sincerely,
SAMUEL SOKOBIN
FSO, retired □

Cartoon caption

KINSHASA, ZAIRE

DEAR SIR:

The cartoon on Page 44 of the November issue, showing two airplane passengers suffering cramped seating

and obviously not enjoying their flight, is mis-captioned. The caption should read: “Don't you wish sometimes they DIDN'T HAVE an American carrier on this route.”

JOHN L. G. ARCHIBALD □



“Don't you wish sometimes they had an American carrier on this route?” □

Who's the greatest?

KUWAIT

DEAR SIR:

I would like to suggest that STATE sponsor an annual award to the best newsletter published by an overseas post. Your staff could be the panel of judges, and you could publish a short article annually about the post and the editorial staff which had published the newsletter.

I believe many people put in a lot of work publishing these weekly newsletters, and I feel that an annual award (need only be nominal) would be an incentive to publish good newsletters.

Sincerely,
MARK A. SANNA

Any objections? Comments? STATE would be happy to take on this task. In the meantime, all posts are invited, as before, to send each issue of their newsletter to STATE's editor. □

Fish story

ANTANANARIVO, MADAGASCAR

DEAR SIR:

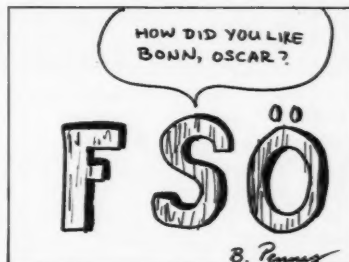
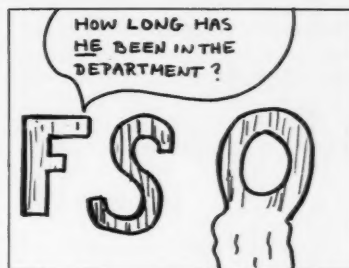
I thought you might like to print this photo of my husband. I've entitled



it: "ANTANANARIVO—Another mess for the admin"—Rob Nolan and assistant Rakoto retrieve fallen fish at the 1980 Marine Corps ball."

Sincerely,
NANCY NOLAN ■

FSOs



New directives

Organization and functions

Organizational changes within the Office of Recruitment, Examination and Employment (PER/REE), Bureau of Personnel, became effective November 2, 1980. (FAMC No. 47)

The functions of the Office of Evacuation and Relocation (A/OPR/WLG), except those relating to claims matter, have been transferred from the A area to the Operations Center (S/S-O). (TL:ORG-128)

The functional statement of the Office of Equal Employment Opportunity is amended to include civil rights enforcement responsibilities, and the title and symbol is changed to Equal Employment Opportunity and Civil Rights (M/EEOCR). (TL:ORG-129)

Personnel

Effective October 17, 1980, appropriate sections of 3 FAM 672 were amended to conform to Section 812 of the Foreign Service Act of 1980, which changed the mandatory retirement age for members of the Foreign Service from 60 to 65. (FAMC No. 43)

A revised Table of Contents has been issued. (TL:PER-507)

Financial management

4 FAM Appendix A is revised and updated to reflect all changes since publication of this material under TL:FIN-254, dated April 11, 1980, including change notices published by M/COMP/FS. (TL:FIN-257)

General services

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense. Hamilton, Jakarta, Kampala, Lilongwe, Medan and Surabaya have been added to the list of posts granted this exception. □

Answers to quiz

(See Page 50)

1. Johann Sebastian Bach.
2. George Frederick Handel.
3. Franz Joseph Haydn.
4. Wolfgang Amadeus Mozart.
5. Ludwig van Beethoven.
6. Giuseppe Verdi.
7. Edward A. McDowell.
8. Scott Joplin.
9. Irving Berlin.
10. Eubie Blake.
11. George Gershwin.
12. Jerome Kern.
13. Duke Ellington.
14. Stephen Foster.
15. Aaron Copland.

Obituaries

Thomas K. Mayes, 47, a special assistant in the Office of Security, Protective Security Division, and a former Secret Service agent, died of heart failure on January 9.



Mr. Mayes

Mr. Mayes served with the Foreign Service in Guyana and Washington before entering the Secret Service in 1963. After 10 years there, which included a presidential detail in 1964 and a vice presidential detail in 1966, he retired in 1973. Returning to the Department of State in 1976, he was assigned to the protective division. He served on the Secretary's detail in 1978.

Mr. Mayes was a personnel administrative specialist in the Army, 1953-55. He held bachelor's and master's degrees from the University of Illinois. He leaves his wife, of 1667 Westwood Way, McLean, Va. 22101, two sons, one brother and one sister. The family suggests contributions to the Heart Association of Northern Virginia. □

David A. Lambert, 35, general services officer in Yaounde, Cameroon, since 1979, died after an automobile accident in the West African city, on January 3.



Mr. Lambert

A native of Cleveland, Mr. Lambert graduated from The Citadel in South Carolina, and earned an additional bachelor's degree from Columbus College in Georgia. After serving in the Army for eight years, he joined the Foreign Service as a security officer assigned to the Washington Field Office, in 1976. Survivors include his wife (c/o William West, 421 Yearling Dr., Berea, O.), and a 10-month-old daughter. □

Robert E. Read, 66, a retired Foreign Service officer, died on December 17. He joined the Foreign Service in 1945, and served in Brussels, Bern and New Delhi. In 1952, he was assigned to Stockholm, where he was second secretary and consular officer, and then economic officer. After a detail to the Peace Corps in 1962, he served as an educational and cultural exchange officer until his retirement in 1965.

A native of New Jersey, Mr. Read graduated from Columbia University and attended L'Ecole Libre Des Sciences Politiques. During the war, he was an administrative assistant and a field representative for the American Red Cross. He leaves a daughter, Donna Britell, and two sons, Robert and David. The latter lives at 14806 Palmerston Square, Centreville, Va. 22020. □

Joseph Rosa, 74, who served in Seoul as first secretary before retiring in 1966, died on December 5. Born in Hungary, he earned a bachelor's and master's at the University of Wisconsin. From 1939-42, he was an economist with the Department of Agriculture, where he returned for a year after serving overseas in the Army during the war. Mr. Rosa was chief of public finance for the Allied Commission for Austria, before joining the Department in 1947. He was assistant chief of development for the policy branch of the Investment and Economic Development Staff, 1950-54. Converting to the Foreign Service in 1955, he served as first secretary and consular officer in Paris, and then as first secretary in Saigon. Survivors include his wife, of 3503 Rodman Street N.W., Washington, D.C. 20016. □

Whitney Young, 84, a retired consular officer who joined the Foreign Service in 1924, died on December 13. During the '40s Mr. Young served as consular officer in Montevideo, Auckland and Southampton. Earlier assignments in his 25-year career included Kobe, Nagasaki, Yokohama, Taihoku, Colombo, Peiping, Tientsin, Seoul, Swatow and Hong Kong. He

retired in 1949.

Mr. Young was a native of Chicago. He graduated from Harvard University. He was a lieutenant colonel in the Army, 1917-18. Survivors include his wife, of 631 Holland Drive, Statesville, N.C. 28677. □

Sophia Augusta Saucerman, 93, who served as assistant geographer for nearly 30 years, died on November 17 in Lynchburg, Va. A native of Minnesota and a graduate of the University of Chicago, Ms. Saucerman joined the Department in 1927. She was the U.S. delegate to the International Geographic Congress in Amsterdam, in 1938, and was the Department representative on the U.S. Board on Geographic Names. The author of "International Transfers of Territory in Europe Since 1914," she also wrote several articles on international boundaries and foreign place names. She retired in 1957.

Ms. Saucerman was a member of the Society of Woman Geographers and the Association of American Geographers, and was a fellow of the American Geographical Society. She leaves three grandchildren, two sisters, one son-in-law, and two great-grandchildren. □

Denis L. Van Patten, 40, a U.S. customs adviser and deputy chief of the narcotics control division in Quito, died in an automobile accident there on December 22. He had worked in Ecuador since 1976 with the U.S. Customs foreign operation staff, which functions under the general direction of State's Bureau of International Narcotics Matters.

A graduate in criminal justice from California State University, Mr. Van Patten had served in both the Marine Corps and Army. He joined Customs in 1974. Survivors include his wife, c/o Kevin S. Lee, 18181 Menderin La. #D, Yorba Linda, Calif. 92686, and two sons. □

Florence Land, mother of Foreign Service secretary Audrey Holzman, who is now serving in Madras, died of

cancer on December 21. Mrs. Land had visited her daughter at her previous posts in Conakry and Jerusalem, and had accompanied her to Lumbumbashi and Madras. □

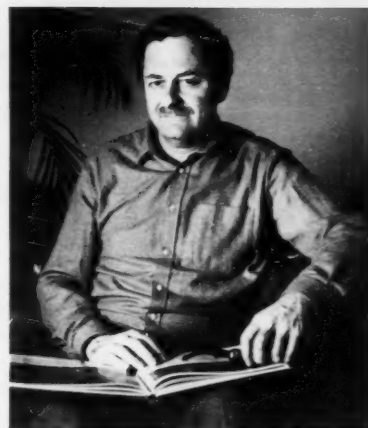
Daisy King Wheeler, 88, mother of retired Foreign Service secretary Marcella Wheeler, died of cancer on December 22. Mrs. Wheeler had accompanied her daughter to several posts, including London, Conakry, Prague and Tokyo. Marcella Wheeler lives at 988 Portola Drive, Del Rey Oaks, Calif. 93940. □

Michael P. Hammer, 42, director of the Agrarian Union Development Department of the American Institute for

Free Labor Development, was killed by gunmen in San Salvador on January 3. Also killed in the incident, which took place in a hotel dining room, were Mark Pearlman, recently employed by the institute, and Rodolfo Viera, president of the Peasants Workers' Union, El Salvador. The three men were working on an agrarian reform program for the rural poor.

A 1964 graduate of Georgetown University's School of Foreign Service, Mr. Hammer was widely known among members of the Foreign Service. He had worked for the institute since 1965. ■

Vice President Mondale and Secretary Muskie were among those who attended the funeral of Michael Hammer.



Mr. Hammer



Library Booklist

The Department of State: 1781-1981

This is the second of a two-part bibliography commemorating the bicentennial of the Department. Last month's list focused on the history and organization of the Department. Library call numbers are given.

Foreign Service

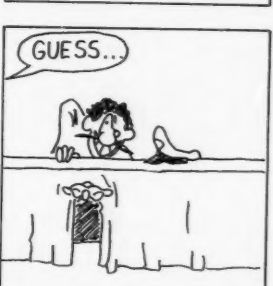
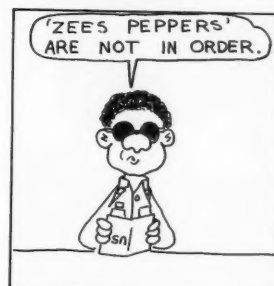
- AMERICAN FOREIGN SERVICE JOURNAL. *The American Foreign Service: photographic register*. Supplement to vol. 13, no. 11, November 1936. 171p. JX1705.A62 (Photographs of "officer personnel" and embassy buildings.)
- BARNES, William and John Heath Morgan. *The Foreign Service of the United States; origins, development, and functions*. Washington, Historical Office, U.S. Department of State, 1961. 430p. JX1706.A25 no. 96 Ref.
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